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PROVINCE OF QUÉBEC

2nd SESSION

35th LEGISLATURE

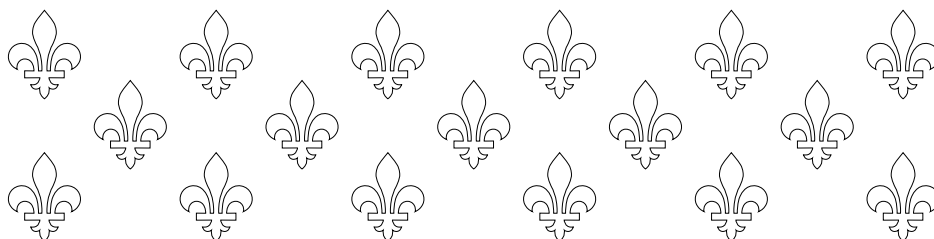
QUÉBEC, 21 NOVEMBER 1996

OFFICE OF THE LIEUTENANT-GOVERNOR*Québec, 21 November 1996*

This day, at nineteen minutes past ten o'clock in the evening, His Excellency the Lieutenant-Governor was pleased to sanction the following bills:

- 14 An Act to amend the Real Estate Brokerage Act
- 35 Pay Equity Act
- 48 An Act to amend the Act respecting the Société générale de financement du Québec
- 49 An Act to establish a disaster assistance fund for certain areas affected by the torrential rains of 19 and 20 July 1996
- 193 An Act respecting the pension plan of certain employees of the Commission des écoles catholiques de Québec

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



NATIONAL ASSEMBLY

SECOND SESSION

THIRTY-FIFTH LEGISLATURE

Bill 14
(1996, chapter 42)

An Act to amend the Real Estate Brokerage Act

Introduced 14 May 1996
Passage in principle 12 June 1996
Passage 19 November 1996
Assented to 21 November 1996

**Québec Official Publisher
1996**

EXPLANATORY NOTES

This bill confers on the Association des courtiers et agents immobiliers du Québec the power to institute penal proceedings in respect of certain offences under the Real Estate Brokerage Act and authorizes it to keep the fine imposed where it has taken charge of the proceedings. The bill also changes the prescription period for certain offences.

In another connection, the Association and certain persons acting on its behalf are granted immunity from prosecution in respect of acts performed in good faith in the exercise of their functions. Lastly, amendments are made to the rules concerning the fixing of the fees the Association may require from its members.

LEGISLATION AMENDED BY THIS BILL:

- Real Estate Brokerage Act (R.S.Q., chapter C-73.1);
- Act respecting the Inspector General of Financial Institutions (R.S.Q., chapter I-11.1).

Bill 14

An Act to amend the Real Estate Brokerage Act

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

1. Section 75 of the Real Estate Brokerage Act (R.S.Q., chapter C-73.1) is amended

(1) by replacing the words “chargeable fees established under the first paragraph” in the second line of the second paragraph by the words “fees chargeable for the issue or renewal of a certificate”;

(2) by replacing the words “the area of” in the fourth line of the second paragraph by the words “matters of penal proceedings,”.

2. Section 155 of the said Act is amended by adding, at the end, the following paragraph:

“(17) in respect of which offences, from among the offences determined pursuant to paragraph 16, the Association may institute penal proceedings.”

3. The said Act is amended by inserting, after section 160, the following sections:

“**160.1** The Association may, upon a resolution of its board of directors and in accordance with article 10 of the Code of Penal Procedure (chapter C-25.1), institute penal proceedings for an offence under section 156 or 157 or under a regulatory provision to which paragraph 17 of section 155 applies, or for an offence under section 160 if that offence relates to any of those offences.

“160.2 The fine imposed for an offence under section 160.1 belongs to the Association where it has taken charge of the penal proceedings.

“160.3 Penal proceedings for an offence other than an offence under section 158 are prescribed one year after the date of opening of the investigation record relating to the offence. However, no proceedings may be instituted if more than five years have elapsed from the date of commission of such an offence.

A certificate of the Inspector General or of the secretary of the Association, as the case may be, indicating the date of the beginning of the investigation is, failing any evidence to the contrary, conclusive proof of such date.”

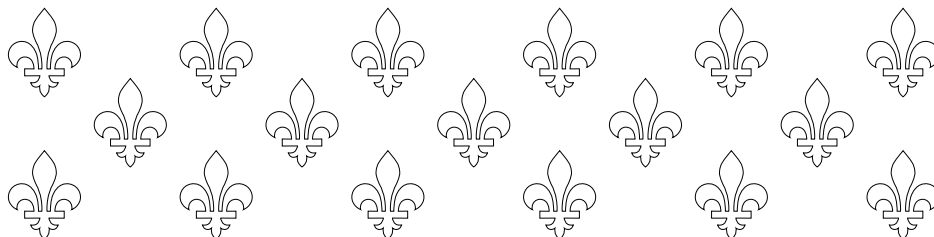
4. The said Act is amended by inserting, after section 164, the following section:

“164.1 In no case may proceedings be instituted against the Association, the members of its board of directors, the persons authorized by the Association to act on its behalf, the professional inspection committee or the members thereof by reason of acts performed in good faith in the exercise of their functions.”

5. Schedule I to the Act respecting the Inspector General of Financial Institutions (R.S.Q., chapter I-11.1) is amended by inserting the following after “Act respecting security fund corporations (chapter C-69.1)”:

“Real Estate Brokerage Act (chapter C-73.1)”.

6. This Act comes into force on 21 November 1996.



NATIONAL ASSEMBLY

SECOND SESSION

THIRTY-FIFTH LEGISLATURE

Bill 35
(1996, chapter 43)

Pay Equity Act

Introduced 15 May 1996
Passage in principle 29 May 1996
Passage 21 November 1996
Assented to 21 November 1996

Québec Official Publisher
1996

EXPLANATORY NOTES

This bill is designed to eliminate the salary gap due to the systemic gender discrimination suffered by persons holding positions in predominantly female job classes.

The bill requires every employer whose enterprise employs 10 or more but fewer than 50 employees to determine the adjustments in compensation required to afford the same remuneration, for work of equal value, to employees holding positions in predominantly female job classes as to employees holding positions in predominantly male job classes.

An employer whose enterprise employs 50 or more employees must establish a pay equity plan. He must, in addition, at the request of a certified association representing employees in the enterprise, establish a separate plan applicable to those employees.

An employer whose enterprise employs 100 or more employees must also, in order to enable his employees to participate in the establishment of the pay equity plan, set up a pay equity committee which includes employee representatives.

The four stages of a pay equity plan are: the identification of predominantly female job classes and of predominantly male job classes in the enterprise; the description of the method and tools to be used to determine the value of job classes and the development of a value determination procedure; the determination of the value of job classes, comparisons between them, the valuation of differences in compensation and the determination of the required adjustments in compensation and of the terms and conditions of payment.

The results of the pay equity processes will be required to be posted in prominent places easily accessible to the employees concerned, together with information concerning employee rights and the time within which they may be exercised.

To facilitate the establishment of pay equity plans in a sector of activity, a sector-based committee composed of representatives of employers and of employees may be set up to develop plan elements that can be used in any enterprise in that sector.

The time allowed for determination of compensation adjustments or for completion of a pay equity plan is four years. The first adjustments in compensation must be paid by the employer upon the expiry of that time, although the payment of the total amount may be spread over the next four years. No employer may, in order to achieve pay equity, reduce wages or salaries paid in his enterprise.

Thereafter, the employer must maintain pay equity in his enterprise, particularly upon the creation of new positions or new job classes, the modification of existing positions or of the conditions applicable to existing positions and the negotiation or renewal of a collective agreement. When a collective agreement is being negotiated or renewed, the certified association is also responsible for ensuring that pay equity is maintained.

Provisions dealing with pay equity plans or pay relativity plans completed or in progress before the Act is assented to will allow such plans to be recognized, in whole or in part, as being consistent with the new Act.

The bill provides for remedies that may be exercised before the Commission de l'équité salariale and pursued before the Labour Court. It also contains provisions defining regulatory powers as well as penal provisions and transitional and consequential provisions.

The Commission de l'équité salariale, to be established under the Pay Equity Act, will be responsible for the administration of the Act. The Minister of Labour will be responsible for the carrying out of the Act.

LEGISLATION AMENDED BY THIS BILL:

- Charter of human rights and freedoms (R.S.Q., chapter C-12).

Bill 35

Pay Equity Act

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

CHAPTER I

PURPOSE AND SCOPE

1. The purpose of this Act is to redress differences in compensation due to the systemic gender discrimination suffered by persons who occupy positions in predominantly female job classes.

Differences in compensation are assessed within the enterprise, except if there are no predominantly male job classes in the enterprise.

2. This Act has effect notwithstanding any provision of an agreement, an individual employment contract, a collective agreement within the meaning of paragraph *d* of section 1 of the Labour Code (R.S.Q., chapter C-27), a decree made under the Act respecting collective agreement decrees (R.S.Q., chapter D-2), a collective agreement made pursuant to the Act respecting labour relations, vocational training and manpower management in the construction industry (R.S.Q., chapter R-20) and any other agreement respecting conditions of employment, including a government regulation giving effect thereto.

3. This Act is binding on the Government, government departments and bodies and the mandataries thereof.

For the purposes of this Act,

(1) the Conseil du trésor is the employer as regards the Government, government departments and bodies whose personnel

is appointed or remunerated in accordance with the Public Service Act (R.S.Q., chapter F-3.1.1), colleges, school boards and institutions to which the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (R.S.Q., chapter R-8.2) applies and any body whose employees are subject to conditions of employment or standards and scales of remuneration which by law are determined or approved by the Government;

(2) the Government, government departments and bodies whose personnel is appointed or remunerated in accordance with the Public Service Act, colleges, school boards and institutions to which the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors applies and any body whose employees are subject to conditions of employment or standards and scales of remuneration which by law are determined or approved by the Government form a single enterprise;

(3) the bargaining agent appointed under the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors shall exercise the rights and assume the obligations of a certified association with regard to the public and parapublic sectors.

4. This Act applies to every employer whose enterprise employs 10 or more employees.

Anyone who causes work to be done by an employee is an employer.

5. For the purposes of this Act, a federation of savings and credit unions or a confederation of savings and credit unions within the meaning of the Savings and Credit Unions Act (R.S.Q., chapter C-4.1) is deemed, upon the forwarding of a notice to the Commission de l'équité salariale, to form a single enterprise. The federation or confederation is thereupon the employer of all the employees of the savings and credit unions and, where applicable, of the federations of savings and credit unions affiliated with it. The federation or confederation shall inform the employees and the certified associations within the meaning of the Labour Code representing employees of the savings and credit unions or federations of the forwarding or revocation of a notice hereunder.

6. For the purposes of this Act, the number of employees in an enterprise is the average number of employees in the enterprise in the course of the 12-month period preceding (*insert here the date of coming into force of this section*). The average number is determined

on the basis of the number of employees entered on the employer's payroll for each pay period.

In the case of an enterprise that begins its operations in the 12-month period preceding (*insert here the date of coming into force of this section*) or after that date, the reference period is the 12-month period beginning on the date on which the first employee commenced employment with the employer.

7. A person remains subject to the obligations originally imposed on him under this Act regardless of a change in the number of employees in the enterprise.

8. Any natural person who undertakes to do work for remuneration under the direction or control of an employer is an employee, except

(1) a student who works during the school year in an establishment chosen by an educational institution under a program recognized by the Ministère de l'Éducation which combines practical experience with academic training or a student who works in a field related to his field of study in the educational institution he is attending;

(2) a student employed for his vacation period;

(3) a trainee undergoing professional training recognized by law;

(4) a trainee under a vocational integration contract provided for in section 61 of the Act to secure the handicapped in the exercise of their rights (R.S.Q., chapter E-20.1);

(5) a person who, while participating in a program to achieve entry on the labour market, is eligible for last resort assistance benefits under the Act respecting income security (R.S.Q., chapter S-3.1.1) and in respect of whom the provisions concerning the minimum wage in the Act respecting labour standards (R.S.Q., chapter N-1.1) do not apply;

(6) a senior management officer;

(7) a police officer or a fire fighter.

9. This Act does not apply to an independent operator, that is, a natural person who does business for his own account, by himself or within a partnership, and has no employees.

An independent operator who in the course of his business carries on activities for a person similar to or connected with those carried on in the enterprise of that person is considered an employee of that person, except

(1) where he carries on the activities

(a) simultaneously for several persons;

(b) under a remunerated or unremunerated service exchange agreement with another independent operator carrying on similar activities; or

(c) for several persons in turn and supplies the required equipment, and the work done for each person is of short duration; or

(2) in the case of activities that are only intermittently required by the person who retains his services.

CHAPTER II

APPLICATION

DIVISION I

PROVISIONS APPLICABLE TO ENTERPRISES EMPLOYING 100 OR MORE EMPLOYEES

§ 1. — *General provisions*

10. An employer whose enterprise employs 100 or more employees shall establish, in accordance with this Act, a pay equity plan applicable throughout his enterprise.

The employer may, except as regards establishments covered by an agreement under the second paragraph of section 11, apply to the Commission for authorization to establish a separate plan applicable to one or more establishments, if it is warranted by regional disparities.

11. At the request of a certified association representing employees of the enterprise, the employer shall establish a pay

equity plan applicable to those employees throughout the enterprise or one or more plans applicable to those employees in accordance with the authorization obtained under the second paragraph of section 10.

As well, the employer and a certified association representing employees of the enterprise may agree to establish one or more separate plans applicable to those employees in one or more establishments of the enterprise that are not covered by an authorization under the second paragraph of section 10. In that case, the employer may establish a separate plan applicable in such establishment or establishments to employees who are not represented by the certified association.

12. Two or more employers may develop a common procedure for the establishment of a pay equity plan applicable to each of their enterprises. The development of a common procedure requires the agreement of the pay equity committees of each of the enterprises.

Each employer remains responsible for the establishment of the pay equity plan in his enterprise in accordance with the other requirements of this Act.

13. In an enterprise where there are no predominantly male job classes, the pay equity plan shall be established in accordance with the regulations of the Commission.

14. At the Commission's request, an employer shall post, in prominent places easily accessible to employees, or distribute to the employees, every information document concerning pay equity furnished to him by the Commission.

15. No employer, certified association or member of a pay equity committee may, in the establishment of a pay equity plan, act in bad faith or in an arbitrary or discriminatory manner or exhibit gross negligence with regard to employees in the enterprise.

§ 2. — Participation of employees in pay equity committee

16. An employer shall enable employees to take part in the establishment of a pay equity plan by setting up a pay equity committee on which they are represented.

17. A pay equity committee shall be composed of not less than three members.

Not less than two-thirds of the members of the pay equity committee shall represent the employees. Not less than half of the members representing the employees must be women.

The other members of the committee shall represent and be designated by the employer.

18. Where all the employees concerned by a pay equity plan are represented by a certified association, the association shall designate their representatives on the pay equity committee. The association may come to an agreement with the employer for the application of a mode of employee participation different from that provided for in this subdivision, subject to at least half of the committee members representing the employees being women.

19. Where a pay equity plan only concerns employees who are not represented by a certified association, those employees shall designate their representatives on the pay equity committee.

20. Where the employees concerned by a pay equity plan are represented by more than one certified association or where some of those employees are not represented by a certified association, the representatives of the employees on the pay equity committee shall be designated as follows :

(1) each certified association representing employees shall designate one member;

(2) the employees not represented by a certified association shall designate one member;

(3) if the employees represented by one certified association or the employees not represented by a certified association form the majority of the employees concerned by the plan, that certified association or those non-represented employees shall designate the majority of the members representing the employees.

The employer may grant a certified association referred to in subparagraph 1 of the first paragraph or the employees referred to in subparagraph 2 of the first paragraph the right to designate more than one member. In determining the number of additional members, the employer must, while complying with the provisions of subparagraph 3 of the first paragraph, take into account the number of employees represented by the certified association in relation to the number of employees not represented by a certified association.

21. The number of members that may be designated under the first paragraph of section 20 to represent the employees on a pay equity committee may not exceed 12.

If the application of the first paragraph of section 20 would cause their number to exceed 12, the mode of designation of the 12 members shall be determined by agreement between the employer and the employees or, failing agreement, by the Commission on the application of the employer, of a certified association or of an employee not represented by a certified association. In determining the mode of designation, the Commission shall take into account the number of employees represented by a certified association in relation to the number of employees not represented by a certified association, as well as the representation of predominantly female job classes and predominantly male job classes among those employees.

22. A certified association or an employee not represented by a certified association may apply to the Commission for a determination as to whether the number of members representing the association or the employee on the pay equity committee is in conformity with the provisions of section 20.

23. The employer shall allow employees not represented by a certified association to hold a meeting in the workplace for the purpose of designating their representatives on the pay equity committee.

24. The designation of the representatives of the employees on a pay equity committee shall be effected so as to ensure representation of the major predominantly female job classes and of the major predominantly male job classes.

25. The representatives of the employees as a group and the representatives of the employer as a group have one vote, respectively, within the pay equity committee.

If, on a given question, a majority decision is not reached among the representatives of the employees, the employer shall decide the question.

26. The employer shall provide the required training to every employee who, as a member of a pay equity committee, takes part in the establishment of a pay equity plan.

The cost of the training is deemed to be an eligible training expenditure within the meaning of section 5 of the Act to foster the development of manpower training (1995, chapter 43).

27. A pay equity committee shall establish its own operating rules, including rules governing the holding of meetings.

28. An employee who is a member of a pay equity committee may, without loss of pay, absent himself from work for the time required to attend training sessions and meetings of the pay equity committee and to perform any committee task. The employee shall be deemed to be working and shall be remunerated at the normal rate during that time.

29. The employer is bound to disclose to the members of the pay equity committee the information necessary to establish the pay equity plan. The employer shall also facilitate the collection of the necessary data.

The members of the pay equity committee are bound to protect the confidentiality of any information and data obtained.

30. If the certified association or the employees do not designate their representatives on a pay equity committee, the employer shall act alone to establish the pay equity plan applicable to his employees.

In such case, the employer shall send a notice to the Commission advising it that the association or the employees are not or are no longer participating in the pay equity committee and indicating that he is acting alone to devise the pay equity plan applicable to his employees. The employer shall post a copy of the notice in prominent places easily accessible to employees.

DIVISION II

PROVISIONS APPLICABLE TO ENTERPRISES EMPLOYING 50 OR MORE BUT FEWER THAN 100 EMPLOYEES

31. An employer whose enterprise employs 50 or more but fewer than 100 employees shall establish, in accordance with this Act, a pay equity plan applicable throughout his enterprise.

The employer may, except as regards establishments covered by an agreement under the second paragraph of section 32, apply to the Commission for authorization to establish a separate plan applicable to one or more establishments, if it is warranted by regional disparities.

The employer may elect to set up a pay equity committee in accordance with sections 16 to 29.

32. At the request of a certified association representing employees of the enterprise, the employer and the association shall establish jointly a pay equity plan applicable to those employees throughout the enterprise or one or more plans applicable to those employees in accordance with the authorization obtained under the second paragraph of section 31.

As well, the employer and a certified association representing employees of the enterprise may agree to establish one or more separate plans applicable to those employees in one or more establishments of the enterprise that are not covered by an authorization under the second paragraph of section 31. In that case, the employer may establish a separate plan applicable in such establishment or establishments to employees not represented by the certified association.

As regards the joint establishment of a pay equity plan, the employer and the certified association have the same obligations as those imposed on a pay equity committee by Chapter IV.

Section 29, adapted as required, shall apply.

33. Sections 12 to 15, adapted as required, shall apply.

DIVISION III

PROVISIONS APPLICABLE TO ENTERPRISES EMPLOYING FEWER THAN 50 EMPLOYEES

34. An employer whose enterprise employs fewer than 50 employees shall determine the adjustments in compensation required to afford the same remuneration, for work of equal value, to employees holding positions in predominantly female job classes as to employees holding positions in predominantly male job classes. The employer must ensure that the process does not discriminate on the basis of gender.

The employer may elect to establish a pay equity plan subject to the same conditions as those applicable to enterprises employing 50 or more employees. In such case, the employer shall send a notice to the Commission and post a copy in a prominent place easily accessible to employees.

35. The employer shall, at the expiry of the time limit set out in section 37, post in prominent places easily accessible to employees a notice setting out the adjustments in compensation determined by the employer in order to achieve pay equity or setting out that no compensation adjustments are required.

The posting shall also include information concerning the rights exercisable under section 76 and the remedies available under section 99.

36. Sections 12 to 15, adapted as required, shall apply.

The provisions governing the terms and conditions of payment of compensation adjustments contained in sections 70 to 74 shall apply to the employer.

DIVISION IV

TIME FRAME

37. The adjustments in compensation required to achieve pay equity must be determined or a pay equity plan must be completed within four years of the coming into force of this chapter.

38. In an enterprise where there are no predominantly male job classes, the adjustments in compensation must be determined or the pay equity plan must be completed either within the time limit set out in section 37 or within two years of the coming into force of the regulation made by the Commission under subparagraph 1 or 2 of the first paragraph of section 114, whichever time limit expires last.

39. In the case of an enterprise which begins its operations in the 12-month period preceding (*insert here the date of coming into force of section 6*) or after that date, the time limits set out in sections 37 and 38 shall apply from the first anniversary of the beginning of its operations.

DIVISION V

CHANGED CIRCUMSTANCES IN ENTERPRISE AND MAINTENANCE OF PAY EQUITY

40. The employer shall, after adjustments in compensation have been determined or a pay equity plan has been completed, maintain pay equity in his enterprise.

In particular, the employer shall ensure maintenance of pay equity upon the creation of new positions or new job classes, the modification of existing positions or of the conditions applicable to existing positions and the negotiation or renewal of a collective agreement. When a collective agreement is being negotiated or renewed, the certified association concerned shall also ensure that pay equity is maintained.

41. If, before the completion of a pay equity plan, an association is certified under the Labour Code to represent employees in the enterprise, obligations relative to the establishment of the plan remain unchanged.

The employer may, at the request of the association, elect to establish a pay equity plan applicable to the employees represented by the association.

42. The alienation of the enterprise or the modification of its juridical structure shall have no effect upon obligations relative to adjustments in compensation or to a pay equity plan, which shall be binding on the new employer.

Where two or more enterprises are affected by a modification of juridical structure by amalgamation or otherwise, the provisions of this Act which apply according to the size of the enterprise shall, in respect of the enterprise resulting from the modification, be determined to be those applicable to the enterprise which employed the greatest number of employees.

43. Where, because of changed circumstances in the enterprise, the compensation adjustments or the pay equity plan are no longer appropriate to maintain pay equity, the employer shall make the modifications necessary to maintain pay equity.

CHAPTER III

SECTOR-BASED PAY EQUITY COMMITTEE

44. A joint sector-based association, one or more employers' associations and one or more employees' associations, a parity committee or any other group recognized by the Commission, including a regional group, may, with the approval of the Commission, form a sector-based pay equity committee for a sector of activity.

45. A sector-based pay equity committee shall be composed of an equal number of representatives of employers and representatives of employees. The Commission shall lend assistance to the committee.

46. The mandate of a sector-based pay equity committee is to facilitate the work of pay equity committees, or of employers in the absence of such committees, in establishing pay equity plans, by developing the following elements:

- (1) the identification of major predominantly female job classes and of major predominantly male job classes;
- (2) the description of the method and tools to be used to determine the value of such job classes;
- (3) the determination of a value determination procedure.

A sector-based committee may also develop any other element relative to pay equity plans.

No element developed by a sector-based committee may discriminate on the basis of gender.

47. Elements developed under section 46 shall be submitted to the Commission for approval.

If they are approved by the Commission, the elements can be used in the determination of adjustments in compensation or in the establishment of a pay equity plan within an enterprise of the sector concerned. The pay equity plan must, nevertheless, be completed so as to satisfy the other requirements of this Act.

48. The Commission shall, on the request of a pay equity committee, or on request of the employer or a certified association referred to in section 32 in the absence of such a committee, furnish the documents pertaining to elements developed under section 46 that the Commission has approved.

49. Elements approved by the Commission that are used in the determination of adjustments in compensation or in the establishment of a pay equity plan cannot be the subject of a remedy before the Commission.

CHAPTER IV

PAY EQUITY PLAN

DIVISION I

GENERAL PROVISIONS

50. A pay equity plan shall include

- (1) the identification of the predominantly female job classes and of the predominantly male job classes in the enterprise;

(2) the description of the method and tools selected to determine the value of job classes and the development of a value determination procedure;

(3) the determination of the value of the job classes, a comparison between them, the valuation of differences in compensation and the determination of the required adjustments;

(4) the terms and conditions of payment of the adjustments in compensation.

51. The employer must ensure that no element of the pay equity plan discriminates on the basis of gender and that all elements are applied on a gender neutral basis.

52. Where more than one pay equity plan is being established in an enterprise and, within the scope of a plan, no predominantly male job classes have been identified, the predominantly female job classes to which the plan applies shall be compared with male job classes throughout the enterprise.

DIVISION II

IDENTIFICATION OF JOB CLASSES

53. The pay equity committee, or the employer in the absence of such a committee, shall identify predominantly female job classes and predominantly male job classes.

54. For the purpose of identifying predominantly female job classes and predominantly male job classes, positions held by employees which have the following common characteristics shall be grouped together:

(1) similar duties or responsibilities;

(2) similar required qualifications;

(3) the same remuneration, that is, the same rate or scale of compensation.

The remuneration in a job class is the highest rate of compensation or the maximum in the compensation scale applicable to the positions within the class.

A job class may consist of only one position.

55. A job class shall be considered predominantly female or predominantly male if 60 per cent or more of the positions in that class are held by employees of the same sex.

A job class may also be considered predominantly female or male if

(1) the difference between the rate of representation of women or men in the job class and their rate of representation in the total workforce of the employer is considered significant;

(2) the historical incumbency of the job class in the enterprise indicates that it is a predominantly female or predominantly male job class; or

(3) owing to gender stereotypes of fields of work, the job class is commonly associated with women or men.

DIVISION III

JOB CLASS VALUE DETERMINATION METHOD

56. The method selected by the pay equity committee, or by the employer in the absence of such a committee, for determining the value of job classes must allow the predominantly female job classes to be compared with predominantly male job classes.

It must highlight the specific characteristics of predominantly female job classes and those of predominantly male job classes.

57. The value determination method must take the following factors into account in respect of each job class :

(1) required qualifications;

(2) responsibilities;

(3) effort required;

(4) the conditions under which the work is performed.

58. The pay equity committee, or the employer in the absence of such a committee, shall determine the tools and devise the procedure to be used to determine the value of job classes.

DIVISION IV

DETERMINATION OF VALUE OF JOB CLASSES, VALUATION OF DIFFERENCES
IN COMPENSATION AND DETERMINATION OF REQUIRED ADJUSTMENTS

59. The pay equity committee, or the employer in the absence of such a committee, shall determine the value of each predominantly female job class and of each predominantly male job class using the value determination method selected.

60. The pay equity committee, or the employer in the absence of such a committee, shall compare predominantly female job classes and predominantly male job classes so as to value the differences in compensation between them.

61. Differences in compensation between a predominantly female job class and a predominantly male job class may be valued on an overall or individual basis or according to any other method prescribed by regulation of the Commission for valuating differences in compensation.

62. Valuation on an overall basis shall be effected by comparing each predominantly female job class with the earning curve of all predominantly male job classes.

63. Valuation on an individual basis shall be effected according to the job-to-job method of comparison, that is, by comparing a predominantly female job class with a predominantly male job class of equal value.

In applying the job-to-job method of comparison, where there are two or more predominantly male job classes of equal value but with different remuneration, comparisons are made on the basis of the average remuneration for those job classes.

Where the job-to-job method of comparison cannot be applied to a predominantly female job class, its remuneration shall be valued proportionately to the remuneration of the predominantly male job class the value of which is closest to its value.

64. No method of comparison may be used which excludes a predominantly female job class.

65. For the purposes of the valuation of differences in compensation, remuneration includes flexible pay if it is not equally available to all the job classes that are the subject of the comparison.

Flexible pay includes merit and performance pay and income from gain-sharing schemes.

66. Where benefits having pecuniary value are not equally available to all the job classes that are the subject of the comparison, the value thereof must be determined and must be included in the remuneration for the purpose of determining differences in compensation.

Benefits having pecuniary value include, in addition to indemnities and bonuses,

(1) the various forms of paid leave including sick leave, family-related and parental leave, vacation and holidays, rest and meal periods and other benefits of that nature;

(2) retirement and group protection plans including pension funds, health and disability insurance and other group plans of that nature;

(3) non-salary benefits including the supply and maintenance of tools and uniforms or other clothing, except where required under the Act respecting occupational health and safety (R.S.Q., chapter S-2.1) or except where the uniforms or other clothing are a job requirement, parking privileges, meal allowances, the supply of vehicles, payment of professional dues, paid educational leave, reimbursement of tuition fees, low-interest loans and other benefits of that nature.

67. For the purpose of valuating differences in compensation, differences between job classes based on any of the following factors shall not be taken into account:

(1) seniority, unless this factor is applied so as to discriminate on the basis of gender;

(2) an assignment of fixed duration, such as an employee training, development or orientation assignment;

(3) the region in which the employee works, unless this factor is applied so as to discriminate on the basis of gender;

(4) a shortage of skilled workers;

(5) red circling, that is, a situation where a person's compensation is maintained, following a reclassification, demotion or special

arrangement for the handicapped, at its former level until the compensation in the person's new job class attains that level;

(6) non-enjoyment of benefits having pecuniary value by reason of the temporary, casual or seasonal nature of a position.

68. The pay equity committee, or the employer in the absence of such a committee, shall determine the adjustments required to eliminate differences in compensation.

DIVISION V

TERMS AND CONDITIONS OF PAYMENT OF COMPENSATION ADJUSTMENTS

69. The employer shall determine the terms and conditions of payment of adjustments in compensation after consultation, where applicable, with the pay equity committee or with the certified association referred to in section 32.

70. Adjustments in compensation may be spread over a maximum period of four years.

Where adjustments in compensation are spread over time, the instalments must be annual and equal in amount.

71. The employer shall make the first adjustments in compensation under a pay equity plan on the date by which the plan must be completed or, in the case of an enterprise employing fewer than 50 employees, on the date by which adjustments in compensation must be determined.

If the employer fails to make adjustments in compensation within the applicable time limits, the unpaid adjustments shall bear interest at the legal rate from the time as of which they were payable.

72. The Commission may, subject to the conditions it determines, authorize an employer who shows that he is unable to pay the adjustments in compensation to extend by a maximum of three years the period over which the adjustments are spread.

The Commission may, however, where it has reasonable grounds to believe that the financial situation of the employer has improved, order payment of the adjustments or determine new terms and conditions.

The Commission may, for such purposes, require of the employer that he furnish any document or information and that he report on any steps he has taken to obtain a loan from a financial institution.

73. An employer shall not, in order to achieve pay equity, reduce the remuneration payable to any employee holding a position in his enterprise. For the purposes of this section, remuneration includes flexible pay and benefits having pecuniary value.

74. Adjustments in compensation in respect of predominantly female job classes and the terms and conditions of payment thereof determined in accordance with this Act are deemed to form part of the collective agreement applicable to employees holding positions in those job classes.

DIVISION VI

POSTING

75. Upon completion of the stages of the pay equity plan provided for in paragraphs 1 and 2 of section 50, the pay equity committee, or the employer in the absence of such a committee, shall post the results thereof in prominent places easily accessible to the employees concerned by the plan, together with information concerning the rights exercisable under section 76 and the time within which they may be exercised.

The committee or employer shall do likewise upon completion of the stages of the pay equity plan provided for in paragraphs 3 and 4 of section 50. The results of these stages shall be posted with a copy of those already posted under the first paragraph.

76. Within 60 days of a posting under section 35 or 75, any employee may, in writing, request additional information from or make observations to the pay equity committee, or to the employer in the absence of such a committee.

Where such rights are exercised, the pay equity committee, or the employer in the absence of such a committee, shall effect a new posting within 30 days of the expiry of the time limit set out in the first paragraph, with any amendments clearly indicated or with an indication that no amendments are needed. In the absence of a pay equity committee, the posting must include information concerning the remedies available under this Act and the time within which they may be exercised.

CHAPTER V

COMMISSION DE L'ÉQUITÉ SALARIALE

DIVISION I

ESTABLISHMENT AND ORGANIZATION

77. The Commission de l'équité salariale is hereby established.

78. The Commission shall be composed of three members, including a president, appointed by the Government after consultation with the bodies most representative of employers, employees and women.

The Government may, after consulting with the Commission and where it considers it necessary for the proper dispatch of business, appoint any additional member for the period of time it determines; the Government shall fix the salary and, where applicable, the additional salary, fees and allowances of any such additional member.

79. The term of office of the members of the Commission shall not exceed five years.

On the expiry of their term of office, they shall remain in office until they are replaced or reappointed.

80. The members of the Commission shall devote their time exclusively and on a full-time basis to the duties of their office.

81. The president is responsible for the direction and administration of the affairs of the Commission and shall preside at sittings of the Commission.

82. If the president is absent or unable to act, the Government shall designate a member of the Commission to replace the president subject to the conditions determined by the Government.

If another member of the Commission is absent or unable to act, the Minister may appoint another person to replace him subject to the conditions determined by the Minister.

83. The Government shall determine the remuneration, social benefits and other conditions of office of the members of the Commission.

84. The quorum at sittings of the Commission is two members.

In case of a tie-vote, the president has a casting vote.

85. A member acting alone may exercise the powers conferred on the Commission under Division I of Chapter VI.

86. No member of the Commission may, on pain of forfeiture of office, hold a direct or indirect interest in an enterprise placing his personal interest in conflict with the interest of the Commission.

However, forfeiture of office shall not be incurred if the interest devolves on the member by succession or gift provided he renounces or disposes of it with dispatch.

87. The members of the personnel of the Commission shall be appointed and remunerated in accordance with the Public Service Act.

88. The secretariat of the Commission shall be established at the place determined by the Government. A notice of the location or relocation of the secretariat shall be published in the *Gazette officielle du Québec*.

The Commission may hold sittings anywhere in Québec.

89. The Commission may make by-laws for its internal management.

90. In no case may judicial proceedings be brought against the Commission, its members, the members of its personnel or persons exercising a power delegated by the Commission for any act done or omission made in good faith in the performance of their duties.

Moreover, they are, for the purposes of an investigation, vested with the powers and immunity of commissioners appointed under the Act respecting public inquiry commissions (R.S.Q., chapter C-37), except the power to order imprisonment.

91. The Commission shall submit to the Minister, not later than 31 March, a report on its activities for the preceding calendar year.

The report shall contain, in addition, any information the Minister may require.

The Minister shall table the report in the National Assembly within 30 days of receiving it or, if the Assembly is not sitting, within 30 days of resumption.

92. The Commission shall provide the Minister with any information he requires concerning its activities.

DIVISION II

DUTIES AND POWERS

93. For the purposes of this Act, the duties of the Commission shall consist in

(1) overseeing the establishment of pay equity plans, seeing to maintenance of pay equity and, to such ends, requiring any information;

(2) giving advice to the Minister, at his request or on its own initiative, on any matter related to pay equity after consulting, if the Commission sees fit to do so, with the bodies most representative of employers, employees and women;

(3) authorizing an employer to establish a separate plan applicable to one or more establishments, if it is warranted by regional disparities;

(4) determining the mode of designation of members representing the employees on a pay equity committee, in accordance with the second paragraph of section 21;

(5) determining, on the application of a certified association or of an employee not represented by a certified association, whether the number of employees' representatives on a pay equity committee is in conformity with the provisions of section 20 and, if need be, fix the number of employees' representatives that may be designated;

(6) making non-adversary investigations, either on its own initiative or following a dispute referred to in the first paragraph of section 96 or in section 98 or following a complaint under the second paragraph of section 96 or under section 97, 99, 100, 101 or 107 and, where expedient, determining the measures to be taken to ensure that the provisions of this Act are being complied with;

(7) making non-adversary investigations following a complaint under section 19 of the Charter of human rights and freedoms (R.S.Q., chapter C-12) filed by an employee of an enterprise employing fewer

than 10 employees, alleging discrimination in compensation between a predominantly female job class and a predominantly male job class;

(8) lending assistance to enterprises in the establishment of pay equity plans by developing tools to facilitate the implementation of pay equity plans;

(9) developing tools to facilitate the achievement of pay equity in enterprises employing fewer than 50 employees;

(10) fostering the creation of sector-based pay equity committees, assisting them in their work and approving, where expedient, the pay equity plan elements developed by such committees;

(11) fostering a coordination of efforts within enterprises for the implementation of pay equity plans and encouraging the participation of the persons concerned;

(12) assisting in the training of pay equity committee members;

(13) disseminating information designed to promote understanding and acceptance of the purpose and provisions of this Act; and

(14) conducting research and studies on any matter related to pay equity, in particular by means of consultations with any person having an interest in working environments where there are no predominantly male job classes.

94. The Commission may, in exercising its powers and duties,

(1) form advisory committees and determine their powers and duties and their operating rules;

(2) retain the services of experts selected from a list drawn up by the Minister after consulting with the bodies most representative of employers, employees and women;

(3) entrust an investigation to a person other than a member of its personnel, with the obligation to submit a report within a specified time.

95. The Commission may, after expiry of the applicable time limit fixed in any of sections 37 to 39, require of an employer that he send to the Commission within the time it fixes

- (1) a report describing the measures he has taken in order to achieve or, as the case may be, maintain pay equity;
- (2) any relevant document or information.

The report required under subparagraph 1 of the first paragraph shall be drawn up in the form determined by regulation of the Commission and shall contain the information prescribed therein.

CHAPTER VI

REMEDIES

DIVISION I

POWERS OF INTERVENTION OF THE COMMISSION

96. Where the representatives of the employees and the representatives of the employers on a pay equity committee cannot agree as to the application of this Act, one of the parties shall submit the dispute to the Commission in writing.

In the absence of a pay equity committee in an enterprise employing 100 or more employees, an employee concerned by a pay equity plan or the certified association representing employees in the enterprise may file a complaint with the Commission within 30 days after the expiry of the time limit set out in the second paragraph of section 76.

97. An employee or a certified association representing employees of an enterprise employing 50 or more but fewer than 100 employees who is not covered by a pay equity plan referred to in section 32 may, in the absence of a pay equity committee, within 30 days after the expiry of the time limit set out in the second paragraph of section 76, file a complaint with the Commission if he is of the opinion that the employer has not established a pay equity plan in accordance with this Act.

98. Where a certified association referred to in section 32 and the employer cannot agree as to the application of this Act, one of the parties shall submit the dispute to the Commission in writing.

99. An employee or a certified association representing employees in an enterprise employing fewer than 50 employees may, after the expiry of the time limit set out in section 37, file a complaint with the Commission if the employee or association is of the opinion that the employer has not determined the required adjustments in compensation.

It is incumbent upon the employer to show that the remuneration afforded to his employees in a predominantly female job class is at least equal to that afforded, for equivalent work, to his employees in a predominantly male job class. Where necessary, the Commission shall determine the measures to be taken by the employer and the time allotted for their implementation.

Where the employer has elected to establish a pay equity plan, section 96, adapted as required, shall apply.

100. Upon receiving a complaint from an employee or a certified association representing employees in an enterprise alleging that pay equity is not being maintained in the enterprise, the Commission shall investigate the matter and determine, where applicable, the measures to be taken to correct the situation, including the establishment of a pay equity plan. Any required adjustments in compensation shall bear interest at the legal rate as of the time they should have been paid.

101. An employee may file a complaint with the Commission in respect of a contravention of section 15 within 60 days of the contravention or of the time the employees became aware thereof.

The Commission shall determine the measures to be taken to restore the employee's rights and, where applicable, any measure required for the achievement of pay equity in accordance with this Act.

102. Following a complaint or a dispute, the Commission shall investigate the matter and endeavour to effect a settlement between the parties.

103. If a settlement is reached between the parties, it shall be evidenced in writing.

If no settlement is possible, the Commission shall determine the measures to be taken so that pay equity may be achieved in accordance with this Act as well as the time allotted for their implementation.

104. Where a party is dissatisfied with the measures determined by the Commission, the party may apply to the Labour Court within 90 days of the decision of the Commission.

105. Where the measures determined by the Commission are not implemented to its satisfaction within the allotted time, the Commission shall refer the matter to the Labour Court.

106. Where the Commission finds, after having investigated on its own initiative, that a provision of this Act is not being complied with, it may refer the matter to the Labour Court.

107. The Commission may, at the request of an employee or on its own initiative, apply to the Labour Court for any appropriate measure against any person who takes reprisals against an employee because

(1) the employee is exercising any right conferred on him by this Act;

(2) the employee has provided information to the Commission pursuant to this Act; or

(3) the employee is a witness in a proceeding under this Act.

The employee's request under the first paragraph must be made to the Commission within 30 days of the reprisals.

The Commission may, in particular, request the Labour Court to order that the injured employee be reinstated, on such date as the Labour Court considers fair and expedient in the circumstances, in the position he would have held had it not been for the reprisals.

Before the Commission may so apply to the Labour Court for measures for an employee's benefit, it must obtain the employee's written consent.

108. If it is shown to the satisfaction of the Labour Court that an employee against whom reprisals have been taken exercised a right set out in the first paragraph of section 107, there is a presumption in his favour that the reprisals were taken against him because he exercised such right and it is incumbent upon the person who exercised the reprisals to prove that they were taken for another good and sufficient reason.

The presumption under the first paragraph shall apply for a minimum period of six months after the date on which the employee exercised his right.

109. Where the Commission does not refer a matter to the Labour Court under section 107, it shall notify the employee, stating the reasons therefor.

Within 90 days after receiving such notification, the employee may submit the matter to the Labour Court.

110. Where an employer is dissatisfied with a decision of the Commission under section 72, he may submit the matter to the Labour Court.

111. The Commission shall refuse or cease to act in favour of the employee or complainant where the employee or complainant so requests, subject to the Commission's ascertaining that such request is made freely and voluntarily.

The Commission may refuse or cease to act in favour of the employee or complainant where

- (1) the employee or complainant does not have a sufficient interest; or
- (2) the complaint is frivolous, vexatious or made in bad faith.

The decision of the Commission shall state in writing the reasons on which it is based and indicate any remedy which the Commission may consider appropriate; it shall be notified to the employee or complainant. Within 90 days after receiving such notification, the employee or complainant may submit the matter to the Labour Court.

DIVISION II

JURISDICTION OF LABOUR COURT

112. The Labour Court created by the Labour Code is competent to hear and dispose of any matter referred to it regarding the application of this Act.

113. Decisions of the Labour Court are final and without appeal.

CHAPTER VII

REGULATORY PROVISIONS

114. The Commission may make regulations

(1) for the purposes of the determination of adjustments in compensation in an enterprise employing fewer than 50 employees where there are no predominantly male job classes, determining typical job classes on the basis of job classes identified in enterprises in which adjustments in compensation have already been determined and prescribing standards or weighting factors to be applied to the valuation of differences in compensation between such job classes, with due regard, in particular, for the characteristics of enterprises whose job classes are to be so compared ;

(2) for the purposes of the establishment of a pay equity plan in an enterprise where there are no predominantly male job classes, determining typical job classes on the basis of job classes identified in enterprises, in which a pay equity plan has already been completed, prescribing methods to be used to determine the value of those job classes and to value the differences in compensation between the typical job classes and the job classes in an enterprise and prescribing standards or weighting factors to be applied to such differences, with due regard, in particular, for the characteristics of enterprises whose job classes are to be so compared ;

(3) determining, for the purposes of section 61, other methods for the valuation of differences in compensation ;

(4) determining the form of the reports provided for in sections 95 and 120 and the content of the report provided for in section 120.

Regulations of the Commission are subject to the approval of the Government and may be amended by the Government upon approval.

No regulation of the Commission may be approved by the Government until it is examined by the appropriate committee of the National Assembly.

CHAPTER VIII

PENAL PROVISIONS

115. Whoever

(1) contravenes any of the provisions of the first paragraph of section 10, sections 14, 15, 16 and 23, the second paragraph of section 29, the first paragraph of section 31, sections 34, 35, 40, 71, 73 and 75, and the second paragraph of section 76,

(2) fails to furnish to the Commission a report, a document or information referred to in section 95, or furnishes false information,

(3) takes or attempts to take reprisals as described in section 107, or

(4) hinders or attempts to hinder the Commission, a member or mandatary of the Commission or a member of its personnel in the performance of its or his duties,

is guilty of an offence and is liable to a fine of not less than \$1,000 nor more than \$25,000.

For a second or subsequent offence, the amounts set out in the first paragraph shall be doubled.

116. Any person who aids, encourages, counsels, allows, authorizes or orders another person to commit an offence under this Act is guilty of an offence.

A person found guilty under this section is liable to the penalty prescribed in section 115.

117. In determining the amount of a fine, the court shall take particular account of the injury suffered and the benefits derived from the commission of the offence.

118. Penal proceedings for an offence against this Act may be instituted by the Commission.

CHAPTER IX

PROVISIONS APPLICABLE TO PAY EQUITY OR RELATIVITY PLANS
ALREADY COMPLETED OR IN PROGRESS

119. A pay equity or relativity plan completed before 21 November 1996 is deemed to have been established in accordance with this Act if it includes

(1) an identification of job classes and an indication of the proportion of women in each job class;

(2) a description of the methods and tools used to determine the value of job classes and a value determination procedure having taken into account such factors as required qualifications, responsibilities, the effort required and the conditions under which the work is performed; and

(3) a method for valuating differences in compensation.

In addition, the plan must have allowed each predominantly female job class to be compared with predominantly male job classes.

The employer must have ensured that no element of the pay equity or relativity plan discriminates on the basis of gender and that all elements are applied on a gender neutral basis.

The same applies to a pay equity or relativity plan in progress on 21 November 1996, if on that date it also meets either of the following conditions:

(1) the plan is completed in respect of at least 50% of predominantly female job classes concerned; or

(2) the determination of the value of job classes has begun.

120. Every employer whose pay equity or relativity plan was completed before 21 November 1996 shall, within 12 months of (*insert here the date of coming into force of this section*), send the Commission a report describing the plan and containing the information referred to in section 119.

The same applies to every employer whose pay equity or relativity plan is in progress on 21 November 1996. In such a case, the report must also indicate the degree of completion of the plan.

The employer shall post the report sent to the Commission and forward it to any certified association representing employees in the enterprise. Any employee or certified association of the enterprise may, within 90 days of the posting, send observations or comments on the employer's report to the Commission.

The Commission shall determine, on the basis of the information contained in the report, the observations or comments received and the verifications it makes, whether the plan meets the conditions set out in section 119.

121. If the Commission determines that the pay equity plan or pay relativity plan does not meet the conditions set out in section 119, it shall indicate to the employer the extent to which the plan falls short of meeting such conditions and determine what corrective measures are required. The employer may submit the matter to the Labour Court within 90 days of the decision of the Commission.

122. An employer whose pay equity or relativity plan is in progress and has been determined to meet the conditions set out in section 119 shall complete the plan within the time limit set out in section 37 and proceed with the payment of the required adjustments in compensation. In such case, sections 70, 71, 73 and 74, adapted as required, shall apply.

123. An employer whose pay equity or relativity plan has been completed and has been determined to meet the conditions set out in section 119 shall, if the required adjustments in compensation have not yet been made, proceed with the payment thereof.

In such case, sections 70, 71, 73 and 74, adapted as required, shall apply. The first adjustments, however, shall be paid within three months of the decision of the Commission or the Labour Court.

124. An employer whose pay equity or relativity plan has been determined to meet the conditions set out in section 119 shall maintain pay equity or relativity in his enterprise. In such case, the provisions of Division V of Chapter II and of Division I of Chapter VI, adapted as required, shall apply.

CHAPTER X

AMENDING, TRANSITIONAL AND FINAL PROVISIONS

125. Section 19 of the Charter of human rights and freedoms (R.S.Q., chapter C-12) is amended by adding, at the end, the following paragraph:

“Adjustments in compensation and a pay equity plan are deemed not to discriminate on the basis of gender if they are established in accordance with the Pay Equity Act (1996, chapter 43).”

126. The said Charter is amended by inserting, after section 49, the following section:

49.1 Any complaint, dispute or remedy the subject-matter of which is covered by the Pay Equity Act (1996, chapter 43) shall be dealt with exclusively in accordance with the provisions of that Act.

Moreover, any question concerning pay equity between a predominantly female job class and a predominantly male job class in an enterprise employing fewer than 10 employees shall be settled by the Commission de l'équité salariale in accordance with section 19 of this Charter.”

127. Section 71 of the said Charter is amended by inserting the words “, except those referred to in section 49.1,” after the word “situation” in the second line of subparagraph 1 of the second paragraph.

128. Complaints concerning discrimination in compensation on the basis of gender in violation of section 19 of the Charter of human rights and freedoms filed with the Commission des droits de la personne et des droits de la jeunesse before (*insert here the date of coming into force of this section*) shall be examined and disposed of in accordance with the provisions of the Charter that were applicable at that time.

129. Upon receipt of a complaint concerning a matter coming under the jurisdiction of the Commission, the Commission des droits de la personne et des droits de la jeunesse shall forward the file to the Commission, which shall thereupon be seized of the matter by operation of law.

130. Not later than (*insert here the date that is the fifth anniversary of the coming into force of this section*), the Minister

shall present a report to the Government on the implementation of this Act as regards enterprises employing fewer than 50 employees and on the advisability of amending it in that respect.

Not later than (*insert here the date that is the ninth anniversary of the coming into force of this section*), the Minister shall present a report to the Government on the implementation of this Act and on the advisability of maintaining it in force or amending it.

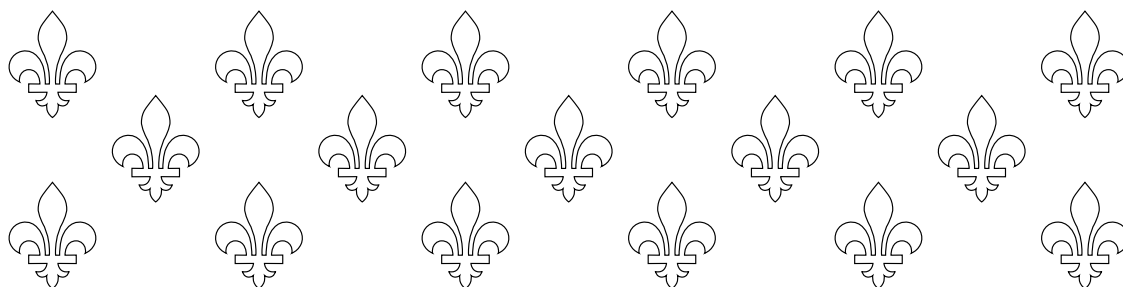
The reports shall be tabled by the Minister in the National Assembly within the next 15 days or, if the Assembly is not sitting, within 15 days of resumption. The reports shall be examined by the competent committee of the National Assembly.

131. The sums required for the carrying out of this Act for the fiscal year 1996-97 shall be taken out of the appropriations granted to the Ministère du Travail.

132. The Commission de l'équité salariale is responsible for the administration of this Act.

133. The Minister of Labour is responsible for the carrying out of this Act.

134. This Act comes into force on 21 November 1997 or on any earlier date fixed by the Government, except the provisions of Chapter V, which come into force on 21 November 1996.



NATIONAL ASSEMBLY

SECOND SESSION

THIRTY-FIFTH LEGISLATURE

Bill 48
(1996, chapter 44)

**An Act to amend the Act respecting the Société
générale de financement du Québec**

**Introduced 17 October 1996
Passage in principle 23 October 1996
Passage 19 November 1996
Assented to 21 November 1996**

**Québec Official Publisher
1996**

EXPLANATORY NOTES

This bill amends the Act respecting the Société générale de financement du Québec mainly to redefine the objects of the company and to increase its authorized capital.

In addition, the bill revises the rules governing the financial guarantees that the Government may grant to the company, and provides for the company's obligation to establish an annual operational plan and a five-year development plan.

Finally, the bill introduces new rules in relation to the administration of the company, in particular, in respect of conflicts of interest and the protection of directors, and repeals certain outdated provisions.

Bill 48

AN ACT TO AMEND THE ACT RESPECTING THE SOCIÉTÉ GÉNÉRALE DE FINANCEMENT DU QUÉBEC

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS :

1. Section 3 of the Act respecting the Société générale de financement du Québec (R.S.Q., chapter S-17) is amended by replacing the words “corporate seat” in the first paragraph by the words “head office”.

2. Section 4 of the said Act is replaced by the following section :

“**4.** The object of the company is to carry out, in cooperation with partners and in accordance with accepted requirements of profitability, economic development projects, in particular, in the industrial sector, in conformity with the economic development policy of the Government.”

3. Sections 4.1 and 4.2 of the said Act are repealed.

4. Section 6 of the said Act is replaced by the following section :

“**6.** The authorized capital of the company is \$850,000,000.
It is divided into 85,000,000 common shares of a par value of \$10 each.”

5. Section 7 of the said Act is amended by replacing the words “be reserved for Her Majesty in the right of Québec” by the words “form part of the domain of the State and be allotted to the Minister of Finance”.

6. Sections 8 to 8.5 of the said Act are replaced by the following sections :

“**8.** The Minister of Finance shall subscribe and pay to the company, at the latter’s request, out of the consolidated revenue fund, not more than 50,250,000 common shares. The subscription application must be consistent with the company’s financial needs as stated in its annual operational plan referred to in section 15.1.

Before filing a subscription application with the Minister, the company shall send to the Minister a thirty-day advance notice indicating the number of shares for which the subscription application is filed and setting forth the reasons for the application.

“8.1. Following a reduction in the share capital of the company and a corresponding reimbursement of capital to the Minister of Finance pursuant to the Act respecting the reduction of the share capital of legal persons established in the public interest and of their subsidiaries (1994, chapter 45), the Minister shall also be authorized to subscribe, with the authorization of the Government and subject to the conditions it determines, shares of the company the value of which shall not exceed the amount of the reimbursement. The shares shall be paid out of the consolidated revenue fund. The certificates shall be issued after the shares are fully paid.”

7. Section 10 of the said Act is replaced by the following section :

“10. The shares of the company which form part of the domain of the State shall be allotted to the Minister of Finance who shall exercise all the rights attached to the shares; subsection 3 of section 196 of the Companies Act (chapter C-38) does not apply to proxies appointed by the Minister of Finance.”

8. Sections 10.1 and 10.2 of the said Act are repealed.

9. Section 12 of the said Act is replaced by the following section :

“12. The Government may, on the conditions it determines,

(a) authorize the Minister of Finance to advance to the company any amount considered necessary for the carrying out of the company’s objects ;

(b) secure the payment in capital and interest of any loan of the company and guarantee the performance of any of its obligations ;

(c) make any commitment in respect of the carrying out or financing of a project.

The sums required for the purposes of this section shall be taken out of the consolidated revenue fund.”

10. Sections 12.1 and 12.2 of the said Act are repealed.

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

“14.1. The minutes of the meetings of the board of directors approved by the board and certified by the chairman of the board or by any other person authorized to do so by the company are authentic. The same applies to documents and copies emanating from the company and forming part of its records provided they are thus certified.

“14.2. Any member of the board of directors, other than a member who exercises full-time functions within the company or any of its subsidiaries,

who has a direct or indirect interest in an enterprise which places his personal interest in conflict with that of the company or any of its subsidiaries shall, on pain of forfeiture of office, file a written disclosure with the company, and must abstain from voting on any decision bearing upon the enterprise and avoid influencing the decision relating to it. The board member must also withdraw from the meeting while the matter is discussed or voted on.

No member of the board of directors who exercises full-time functions within the company or any of its subsidiaries and no employee of the company shall, on pain of forfeiture of office, have any direct or indirect interest in an enterprise placing their personal interest in conflict with that of the company or any of its subsidiaries. However, forfeiture is not incurred if such an interest devolves to them by succession or gift, provided they renounce or dispose of it with diligence.

“14.3. The company shall take up the defence of its directors prosecuted by a third person for an act done in the exercise of their functions and shall pay damages, if any, resulting from that act, unless they have committed a grievous offence or a personal offence separable from the exercise of their functions.

However, in a penal or criminal proceeding, the company shall assume the payment of the expenses of its directors only if they had reasonable grounds to believe that their conduct was in conformity with the law, or if they have been freed or acquitted.

“14.4. The company shall assume the expenses of its directors if, having prosecuted them for an act done in the exercise of their functions, it loses its case and the court so decides.

If the company wins its case only in part, the court may determine the amount of the expenses it shall assume.

“14.5. The company shall assume the obligations imposed by sections 14.3 and 14.4 in respect of any person who acted at its request as director for a legal person of which it is a shareholder or creditor.”

12. Section 15 of the said Act is amended by striking out the fourth paragraph.

13. Section 15.1 of the said Act is replaced by the following section:

“15.1. The company shall establish a five-year development plan to be submitted to the Government for approval and an annual operational plan to be submitted to the Minister of Industry, Trade, Science and Technology for approval. In addition, the company shall submit the financial content of its operational plan to the Minister of Finance for approval.

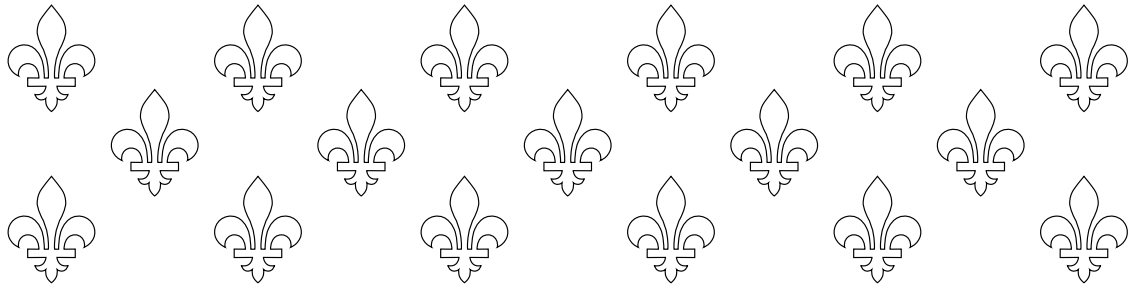
The Government shall determine the form and content of the five-year development plan and the time at which it must be submitted. In the case of the annual operational plan, the form, content and time shall be determined by

the Minister of Industry, Trade, Science and Technology, in cooperation with the Minister of Finance.”

14. Section 18 of the said Act is replaced by the following section :

“**18.** Sections 142, 159 to 162, 179, 184, 188 and 189 of the Companies Act do not apply to the company.”

15. This Act comes into force on 21 November 1996, except the provisions of section 6, where it enacts section 8.1, which will come into force on the date to be fixed by the Government.



NATIONAL ASSEMBLY

SECOND SESSION

THIRTY-FIFTH LEGISLATURE

Bill 49
(1996, chapter 45)

**An Act to establish a disaster assistance fund
for certain areas affected by the torrential
rains of 19 and 20 July 1996**

**Introduced 17 October 1996
Passage in principle 13 November 1996
Passage 19 November 1996
Assented to 21 November 1996**

**Québec Official Publisher
1996**

EXPLANATORY NOTES

This bill provides for the establishment of a disaster assistance fund for the areas recognized as disaster areas by the Government following the torrential rains of 19 and 20 July 1996.

The fund shall be dedicated to the financing of exceptional expenditures incurred by government departments and bodies and to the financing of the reconstruction and economic recovery program consequential to the disaster.

In addition, the bill provides for rules governing the operation of the fund.

Bill 49

AN ACT TO ESTABLISH A DISASTER ASSISTANCE FUND FOR CERTAIN AREAS AFFECTED BY THE TORRENTIAL RAINS OF 19 AND 20 JULY 1996

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS :

1. A disaster assistance fund for certain areas is hereby established at the Conseil du trésor.

The fund shall be dedicated to the financing of exceptional expenditures incurred by government departments or bodies following the disaster caused by the torrential rains of 19 and 20 July 1996 that affected the areas recognized as disaster areas under section 2. The fund shall also be dedicated to the financing of the reconstruction and economic recovery program established for those areas.

A government body includes a government agency or corporation to which sections 4 and 5 of the Auditor General Act (R.S.Q., chapter V-5.01) apply.

2. The Government shall designate the territory or part of the territory of municipalities it recognizes as a disaster area for the purposes of this Act.

3. The fund shall be made up of

(1) the sums received from the federal government, in respect of the disaster, under financial assistance agreements in case of catastrophe or under any other program or agreement;

(2) the sums paid by the Minister of Finance for the purposes of the first paragraph of section 7 or section 8;

(3) the appropriations committed in the 1996-97 fiscal period for the purposes of expenditures incurred by a government department or body in relation to the disaster;

(4) the sums paid by the Chairman of the Conseil du trésor and taken out of the appropriations allocated for that purpose by Parliament;

(5) the gifts, legacies and other contributions paid to further the attainment of the objects of the fund;

(6) the revenues dedicated for that purpose by the Government or any other contribution it determines, upon a proposal of the Minister of Finance.

4. The following sums shall be paid out of the fund :

(1) the sums required for the payment of financial assistance granted by a government department or body pursuant to financial assistance programs established or approved by the Government in relation to the disaster ;

(2) the sums required for the payment of exceptional expenditures incurred by a government department or body for emergency measures during or after the disaster and for the implementation of the programs referred to in paragraph 1 ;

(3) the sums required for the implementation of the reconstruction and economic recovery program for areas recognized as disaster areas, adopted by the Government ;

(4) the sums required for the payment of remuneration and expenses relating to employment benefits and other conditions of employment of the persons who, in accordance with the Public Service Act (R.S.Q., chapter F-3.1.1), are assigned to the operation of the fund ;

(5) the sums required for any other expenditure related to the disaster and determined by the ministerial coordinating committee for reconstruction and economic recovery, established by Order in Council 936-96 dated 24 July 1996.

5. The ministerial committee shall determine the nature of the costs chargeable to the fund as well as the method to be used for the management of the fund.

6. The management of the sums paid into the fund shall be entrusted to the Minister of Finance. Those sums shall be paid to the order of the Minister and deposited with the financial institutions he designates.

Notwithstanding section 13 of the Financial Administration Act (R.S.Q., chapter A-6), the Chairman of the Conseil du trésor shall keep the books of account of the fund and record the financial commitments chargeable to it. In addition, he shall certify that the commitments and the payments arising therefrom do not exceed and are consistent with the available balances.

7. The Minister of Finance may, on the recommendation of the ministerial committee, 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.

Conversely, the Minister of Finance may advance to the consolidated revenue fund, on a short-term basis and subject to the conditions he determines, any part of the sums paid into the fund that is not required for its operation.

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

8. The Chairman of the Conseil du trésor may, as manager of the fund, borrow from the Minister of Finance sums taken out of the financing fund of the Ministère des Finances.

9. Sections 22 to 27, 33, 35, 45, 47 to 49, 49.2, 49.6, 51, 57 and 70 to 72 of the Financial Administration Act, adapted as required, apply to the fund.

10. The fiscal year of the fund ends on 31 March.

11. 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 fund the sums required for the execution of a judgment against the Crown that has become *res judicata*.

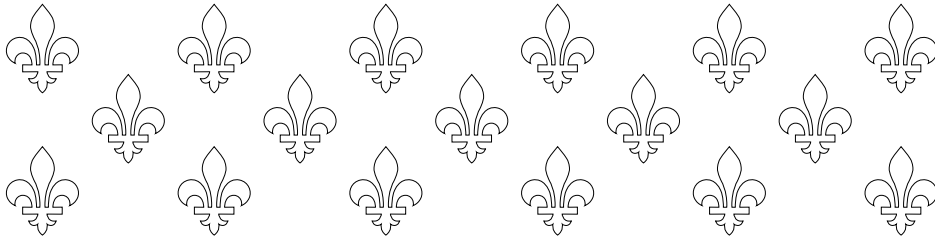
12. The minister designated as chairman of the ministerial committee is responsible for the administration of this Act.

13. Notwithstanding section 43 of the Financial Administration Act, Special Warrant No. 1 — 1996-97, issued on 22 July 1996 to meet the requirements of the program known as the “Fonds de suppléance” of the “Conseil du trésor, Administration et Fonction publique” portfolio is an advance of the Minister of Finance to the fund for the purposes of the first paragraph of section 7.

14. This Act has effect from 19 July 1996. It will cease to have effect on the date determined by the Government.

The surplus of the fund on the date on which this Act ceases to have effect shall be paid into the consolidated revenue fund.

15. This Act comes into force on 21 November 1996.



NATIONAL ASSEMBLY

SECOND SESSION

THIRTY-FIFTH LEGISLATURE

Bill 135
(1996, chapter 41)

An Act to amend the Act respecting municipal taxation

Introduced 15 December 1995
Passage in principle 17 June 1996
Passage 23 October 1996
Assented to 30 October 1996

**Québec Official Publisher
1996**

EXPLANATORY NOTES

This bill amends the Act respecting municipal taxation to redefine two measures under which sums of money are transferred to municipalities by the Government, namely the measure on equalization payments and the measure for the redistribution of revenues derived from the tax paid to the Minister of Revenue by operators of telecommunications, gas or electric systems.

With respect to equalization payments, the bill proposes that the municipalities that are eligible and the amounts that are payable for the 1996 municipal fiscal year be the same as for the 1995 fiscal year.

As regards the redistribution of revenues derived from the tax paid by operators of systems, the bill provides that part of those revenues henceforth serve to finance certain financial assistance programs for the benefit of municipalities. The bill gives the Government the power to designate the programs in the regulation relating to the apportionment of the revenues derived from the tax. Until the Government avails itself of the power, the bill determines the programs that may be designated, namely the equalization program, the program relating to "core cities" of metropolitan census areas, the program concerning regional county municipalities and part of the program designed to neutralize the financial consequences of the regrouping of municipalities.

Lastly, the bill provides that the agreement of the federations of municipalities must be obtained before any other program may be designated by the Government.

Bill 135

An Act to amend the Act respecting municipal taxation

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

1. Section 230 of the Act respecting municipal taxation (R.S.Q., chapter F-2.1) is replaced by the following section:

“230. The revenues derived from the tax imposed under section 221, after deduction of the sums withheld under the second paragraph, must be paid to municipalities.

The following sums shall be withheld from the revenues derived from the tax:

(1) a sum, equal to 1.5% of the revenues, representing the tax collection costs;

(2) a sum, equal to 1.5% of the revenues, representing the costs incurred for the payment of part of the revenues to municipalities;

(3) a sum representing any tax to be collected from the municipalities for services provided to them by the Government or by one of its ministers and consisting in collecting the tax imposed under section 221 on behalf of the municipalities and in paying part of the revenues derived from that tax to them.

Part of the revenues to be paid to municipalities under the first paragraph may be allocated to the financing of any program of the Government or of any of its ministers or bodies or of any component of such a program, designated in the regulation under paragraph 4 of section 262, intended to provide financial assistance to a municipality or a group of municipalities. Any balance shall be apportioned among the local municipalities by the person determined in the said regulation and according to the rules, terms and conditions prescribed therein.”

2. Section 262 of the said Act is amended by replacing paragraph 4 by the following paragraph:

“(4) designate any program or program component of the Government or of any of its ministers or bodies referred to in the third paragraph of section 230 to the financing of which is allocated part of the revenues that are derived from the tax imposed under section 221 and that are payable to the municipalities, determine the person who is to apportion the balance of those revenues among the local municipalities and prescribe the rules, terms and conditions of that apportionment;”.

3. The said Act is amended by inserting, after section 262, the following section:

“**262.1** The Minister shall, before presenting to the Government any draft regulation that establishes the list of programs or program components designated under paragraph 4 of section 262 or that adds a program or component to that list, obtain an agreement on the list or addition to the list from the Union des municipalités du Québec and from the Union des municipalités régionales de comté et des municipalités locales du Québec inc.

An agreement obtained from the president or any other authorized representative of a body referred to in the first paragraph is deemed to be an agreement obtained from the body.”

4. Until the coming into force of the first regulation made after 29 October 1996 under paragraph 4 of section 262 of the Act respecting municipal taxation (R.S.Q., chapter F-2.1), enacted by section 2 of this Act, the Government is deemed to have, under the said paragraph,

(1) designated the following programs:

(a) the equalization program under the Regulation respecting the equalization scheme (R.R.Q., 1981, chapter F-2.1, r.9.001), subject to section 6 of this Act;

(b) any program designed to provide financial assistance to municipalities constituting the “core cities” of metropolitan census areas;

(c) any program pertaining to the functioning of regional county municipalities, for every municipal fiscal year subsequent to the 1996 fiscal year;

(2) designated the following components of any program designed to neutralize the financial consequences of a regrouping or annexation:

(a) the component pertaining to the application of the Regulation respecting the apportionment of revenues from the tax paid by operators of certain systems (R.R.Q., 1981, chapter F-2.1, r.12.1);

(b) the component pertaining to the application of the Regulation respecting the equalization scheme, for every municipal fiscal year subsequent to the 1996 fiscal year.

The sums necessary, for a municipal fiscal year, to finance the programs mentioned in paragraphs *a* and *b* of subparagraph 1 of the first paragraph and to finance, where applicable, the program mentioned in paragraph *c* of the said subparagraph and the program component mentioned in paragraph *b* of subparagraph 2 of the first paragraph shall be added, in the process prescribed by the Regulation respecting the apportionment of revenues from the tax paid by operators of certain systems for the establishment of the net amount to be apportioned for a fiscal year subsequent to the 1995 fiscal year, to the sums necessary, for the fiscal year, to finance the program component mentioned in paragraph *a* of subparagraph 2 of the first paragraph.

5. Section 262.1 of the Act respecting municipal taxation (R.S.Q., chapter F-2.1), enacted by section 3 of this Act, does not apply in respect of the first regulation made after 29 October 1996 under paragraph 4 of section 262 of the Act respecting municipal taxation, enacted by section 2 of this Act, if the regulation

(1) does not designate a program other than the program mentioned in subparagraph 1 of the first paragraph of section 4 of this Act, and does not designate the program mentioned in paragraph *c* of the said subparagraph for the 1996 municipal fiscal year; and

(2) does not designate a program component other than the program components mentioned in subparagraph 2 of the first paragraph of section 4, and does not designate the program component mentioned in paragraph *b* of the said subparagraph for the 1996 municipal fiscal year.

6. The rules prescribed by the Regulation respecting the equalization scheme (R.R.Q., 1981, chapter F-2.1, r.9.001) as relate to the determination of the municipalities eligible for the scheme, the fixing of the equalization amount payable to each eligible municipality and the terms and conditions for the payment of the amount are inoperative for the purposes of the 1996 municipal fiscal year.

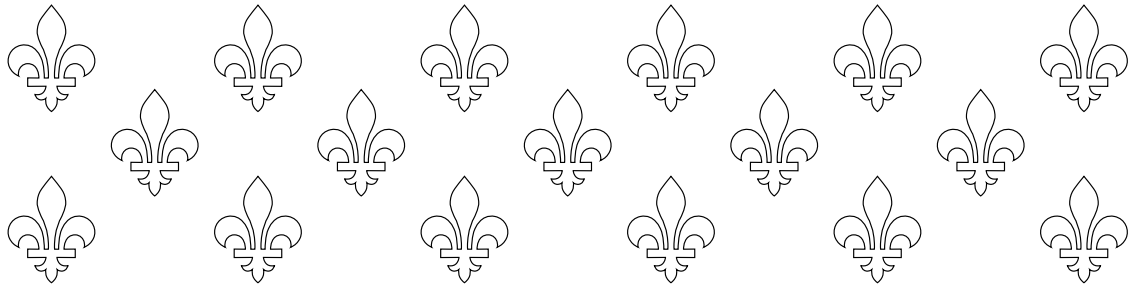
Any municipality that was eligible for the scheme for the 1995 fiscal year is eligible for the scheme for the 1996 fiscal year. The equalization amount payable to an eligible municipality for the 1996 fiscal year is the same as the amount payable to the municipality for the 1995 fiscal year. In respect of the equalization amount payable for the 1996 fiscal year, the amounts of the two payments or, as the case may be, the amounts of the single payment and of the amount collected in excess shall, subject to the third paragraph, be the same as in respect of the equalization amount payable for the 1995 fiscal year. Notwithstanding the Regulation respecting the equalization scheme, the second payment in relation to the equalization amount payable for the 1995 fiscal year, if any, shall be made not later than 29 November 1996 or the ninetieth day after receipt, within the meaning of the regulation, of the municipality's financial report for the said fiscal year, whichever date is later. The first or single payment in relation to the equalization amount payable for the 1996 fiscal year shall be made not later than 29 November 1996, and the second payment, if any, shall be made not later than 31 August 1997.

Deduction of the amount collected in excess, if any, may be made, in accordance with the Regulation respecting the equalization scheme, after the date on which the Minister of Municipal Affairs ascertains the existence of an amount collected in excess in relation to the equalization amount payable for the 1995 fiscal year; if such a date is earlier than the date established for the single payment in relation to the equalization amount payable for the 1996 fiscal year, the amount collected in excess may be deducted from the amount of the payment. Deductions of the amounts collected in excess in relation to the equalization amounts payable for the 1995 and 1996 fiscal years may be made simultaneously.

For the purposes of the second paragraph, the municipality that is the successor of a municipality that is eligible for the scheme for the 1995 or 1996 fiscal year is considered to be the latter municipality.

7. The first regulation made after 29 October 1996 to amend or replace the Regulation respecting the equalization scheme (R.R.Q., 1981, chapter F-2.1, r.9.001) may have retroactive effect from any date not earlier than 1 January 1997.

8. This Act comes into force on 30 October 1996.



NATIONAL ASSEMBLY

SECOND SESSION

THIRTY-FIFTH LEGISLATURE

Bill 193

**An Act respecting the pension plan of certain
employees of the Commission des écoles
catholiques de Québec**

**Introduced 16 October 1996
Passage in principle 23 October 1996
Passage 14 November 1996
Assented to 21 November 1996**

**Québec Official Publisher
1996**

EXPLANATORY NOTES

The purpose of this bill is to allow provisions of the pension plan of certain employees of the Commission des écoles catholiques de Québec to be amended without increasing the employee contributions, the costs resulting from such amendments being paid out of the actuarial surplus of the plan.

The bill provides for full annual indexing of pensions according to the rate of increase in the Consumer Price Index in respect of the part of the pension that pertains to service prior to the year 1990. In addition, the bill provides, until 30 June 1999, that every active member at least 60 years of age or with at least 30 years of service may retire without any actuarial reduction. It also proposes to decrease the actuarial reduction applicable to early retirement and grants certain rights of redemption.

Lastly, under the bill, the pension committee will be authorized to use, on certain conditions, future actuarial surpluses so as to improve certain measures provided for by the bill.

Bill 193

AN ACT RESPECTING THE PENSION PLAN OF CERTAIN EMPLOYEES OF THE COMMISSION DES ÉCOLES CATHOLIQUES DE QUÉBEC

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS :

1. Notwithstanding section 125 of the Act respecting the Government and Public Employees Retirement Plan (R.S.Q., chapter R-10), the pension plan of certain employees of the Commission des écoles catholiques de Québec may be amended to the extent provided by this Act without increasing the member contributions, and the additional costs resulting therefrom shall be paid out of the actuarial surplus of the plan.

2. Every pension in course of payment and payable to a member or to a surviving spouse under the provisions of the plan shall be indexed each year on 1 January

(1) for that part of the pension that pertains to service prior to the reference year of service, at the rate of increase in the Pension Index for the year within the meaning of the plan in relation to that of the preceding year ;

(2) for that part of the pension that pertains to service from the reference year of service, at the rate by which the said rate exceeds 3%.

The first adjustment of any pension resulting from such indexing shall be in the proportion that the number of months in which the pension was paid during the year in which the member retired is of 12 months.

For the purposes of the first paragraph, the reference year of service is 1990.

3. Every pension in course of payment on the date of effect of the amendment referred to in section 2 shall, where applicable, be adjusted from that date so that it is equal to the amount of pension that would be payable on that date had the part of the pension that pertains to service credited from 1984 to 1989 been indexed each year on 1 January from the date of retirement at the rate of increase in the Pension Index for the year within the meaning of the plan in relation to that of the preceding year.

4. Every member is entitled to early retirement from any date preceding the normal retirement date by not more than ten years. The amount of the early retirement pension shall be the amount of the normal pension reduced by

0.33% for each month between the date of retirement and the earliest date on which the member would have been entitled to a retirement pension without reduction.

5. Every active member at least 60 years of age or with at least 30 years of service is entitled to early retirement equal to the normal retirement pension credited at that time, without reduction, from the first day in the month following the date on which his employment ceases.

The first paragraph applies to every active member who retires within the period extending from the date of effect of the amendment referred to in that paragraph to 30 June 1999.

6. Every active member whose first day of employment is prior to the date on which he became a member of the plan is entitled to redeem all or part of the period of service prior to that latter date. Every active member is also entitled to redeem any leave without pay following a maternity leave.

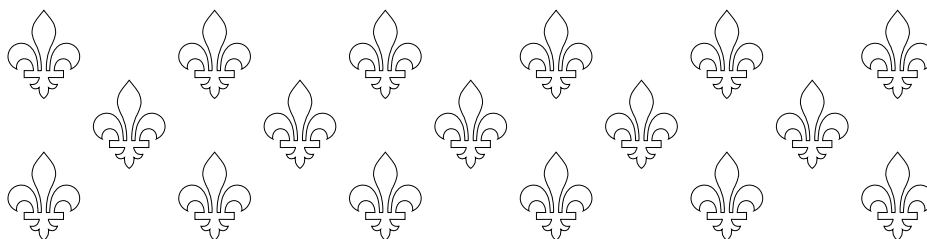
For the purpose of such redemption, the active member shall pay into the pension fund, in accordance with the provisions of the plan, a contribution determined according to the annual rate of salary on the date of his application for redemption, to the rate of member contribution in force on that date and to the period of redeemed service. The redeemed service shall be added to the service credited.

The part of the retirement pension relating to the period of redeemed service shall not exceed, on the date of retirement, the amount obtained by multiplying two-thirds of the limit of the benefits determined, applicable in respect of the year of retirement under the Income Tax Act (Revised Statutes of Canada, 1985, chapter 1, 5th Supplement) by the number of years of redeemed service.

7. The pension committee may, with the authorization of the Commission des écoles catholiques de Québec and the Government, defer the reference year of service referred to in section 2 and make the adjustment resulting from such deferral and corresponding to that which is provided in section 3, adapted as required, in respect of pensions in course of payment on the date of effect of the deferral, and extend the period referred to in the second paragraph of section 5 if the report on the actuarial valuation required under the Supplemental Pension Plans Act (R.S.Q., chapter R-15.1) shows the existence of a reserve sufficient to provide for the various risks covered by the plan and of an actuarial surplus sufficient to cover the total cost of the amendments.

8. The amendments provided for in sections 2 and 4 to 6 may have effect from 1 July 1995.

9. This Act comes into force on 21 November 1996.



NATIONAL ASSEMBLY

SECOND SESSION

THIRTY-FIFTH LEGISLATURE

Bill 203
(Private)

An Act to amend the charter of the City of Laval

Introduced 2 May 1996
Passage in principle 23 October 1996
Passage 23 October 1996
Assented to 30 October 1996

**Québec Official Publisher
1996**

Bill 203

(Private)

An Act to amend the charter of the City of Laval

WHEREAS it is in the interest of Ville de Laval, hereinafter referred to as “the city”, that its charter, chapter 89 of the statutes of 1965 (1st session), and the Acts amending it be again amended and that the city be granted certain powers;

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

1. Section 13 of the Act to amend the charter of the City of Laval (1978, chapter 112), replaced by section 3 of chapter 89 of the statutes of 1984 and amended by section 1 of chapter 113 of the statutes of 1987 and by section 2 of chapter 57 of the statutes of 1994, is again amended

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

“The city is authorized to hold, lease and manage an immovable acquired under the first paragraph. It may also equip the immovable, instal the necessary public services thereon, erect a structure thereon or demolish, move or restore a structure already erected thereon. It may also alienate the immovable, on the conditions it determines, in accordance with the Act governing it.”;

(2) by replacing the fifth paragraph by the following paragraphs:

“The city is authorized to exercise the powers provided for in the first and second paragraphs for the purposes of housing, education, research, leisure, recreation, consolidation of immovables capable of being used for real and continuous agricultural operations, and for other related purposes.

The power to acquire, by agreement or expropriation, immovables capable of being used for real and continuous agricultural operations shall be exercised only in respect of such immovables situated in an agricultural zone as described pursuant to section 49 of the Act to preserve agricultural land (R.S.Q., chapter P-41.1) and that are not being used for agricultural purposes.”

2. Section 51*a* of the Cities and Towns Act (R.S.Q., 1964, chapter 193), enacted for the city by section 12 of chapter 89 of the statutes of 1965 (1st session), is amended by replacing the words “acting chairman” in the fifth line of the first paragraph of subsection 1 by the word “vice-chairman”.

3. Section 58 of the said Act, enacted for the city by section 13 of chapter 89 of the statutes of 1965 (1st session), is amended by replacing the words “acting chairman” in the third line by the word “vice-chairman”.

4. Paragraph 24 of section 460 of the Cities and Towns Act (R.S.Q., chapter C-19), enacted for the city by section 11 of chapter 57 of the statutes of 1994, is renumbered “(26)”.

5. The said Act is amended, for the city, by inserting, after section 486, the following sections:

“486.1 In addition to any real estate tax that it may impose and levy on vacant land, whether or not it is serviced, the council may impose and levy annually on such land situated in an agricultural zone a surtax that may be equal to the total of the real estate taxes referred to in subsection 1 of section 486. The council may by by-law order that the amount of the surtax for such land shall not be less than a minimum amount it fixes in the by-law and that may not exceed \$200.

The by-law may provide for categories of land subject to the surtax and impose a surtax whose rate may vary according to the category.

Such surtax ranks, in every respect, as a general real estate tax of the city. It applies to the land entered on the assessment roll in force as part of the categories fixed in the by-law.

“486.2 The following land is not subject to the surtax provided for in section 486.1:

(1) land on which there is a building whose real estate value exceeds 25% of the real estate value of the land according to the assessment roll in force;

(2) land owned by a railway undertaking and on which there is a railway track;

(3) land used for overhead electric power lines;

(4) land forming part of an agricultural operation registered in accordance with a regulation made pursuant to section 36.15 of the Act respecting the Ministère de l'Agriculture, des Pêcheries et de l'Alimentation (R.S.Q., chapter M-14);

(5) land that may be used for purposes other than agriculture pursuant to an authorization of the Commission de la protection du territoire agricole du Québec.

“486.3 The debtor of the surtax is entitled to a refund where the unit of assessment subject to the surtax is land more than 50% of the area of which is used to cultivate soil and plants.

The city may, in the by-law, determine the formalities applicable to surtax refunds.

“486.4 The revenues from the surtax imposed under section 486.1 shall be paid into a special fund.

The sums from the fund shall be used solely to promote consolidation of land situated in agricultural zones and reuse of the land for agricultural purposes. In particular, the sums may be used for the purpose of acquiring land by agreement or by expropriation and of exchanging or alienating land.”

6. Where the city, under provisions enacted by this Act, becomes the owner of immovables whose use for agricultural purposes is possible, it shall submit to the Minister of Energy and Resources a plan entailing the striking out or replacement of the numbers of the lots it owns in accordance with article 3043 of the Civil Code of Québec.

7. Every operation carried out under section 6 must be authorized by the Minister of Agriculture, Fisheries and Food.

8. The city shall, within 2 years following the authorization provided for in section 7, offer for sale, at its actual value, the lot concerned by the cadastral amendment to enable it to be used for agricultural purposes, and shall so advise the Minister of Agriculture, Fisheries and Food and the Fédération régionale de l'Union des producteurs agricoles.

If the city fails to find a purchaser for a lot at its actual value within the required time, it shall so advise the Minister of Agriculture, Fisheries and Food who may grant a new time limit for the selling of the lot or, at the request of the council, authorize the city to retain it permanently.

9. The treasurer of the city is required, for the purposes of sections 24, 25.1 and 32 of the Act respecting municipal debts and loans (R.S.Q., chapter D-7), to perform the duties which are imposed by those provisions on the clerk or the secretary-treasurer of a municipality.

Section 33 of the Act respecting municipal debts and loans applies to the treasurer in a case referred to in the first paragraph.

10. The first two paragraphs of section 57 and paragraph 13 of section 174 of the Act respecting municipal taxation (R.S.Q., chapter F-2.1), with the necessary modifications, apply to the surtax that the council, under section 486.1 of the Cities and Towns Act (R.S.Q., chapter C-19), as amended for the city, may impose and levy on vacant land, whether or not it is serviced, situated in an agricultural zone. The roll must indicate which category, among the categories provided for in the by-law adopted by the council for that purpose, a unit of assessment subject to the surtax referred to in this paragraph is part of.

11. To the extent that a regulation of the Government under paragraph 8.2 of section 262 of the Act respecting municipal taxation is in force, the city may, by by-law, provide that all or part of the aliquot share owed by it in respect of property, services or activities of the Société de transport de la Ville de Laval shall be financed by means of a tariff.

12. The second, third and fourth paragraphs of section 6 of the Act respecting municipal industrial immovables (R.S.Q., chapter I-0.1) do not apply in respect of an immovable alienated by Ville de Laval in accordance with the first paragraph of that section and whose final expropriation indemnity has not been fixed. In such a case, the alienation of the immovable must be authorized by the Minister of Municipal Affairs.

13. Notwithstanding section 22 of the Act respecting municipal taxation, Mr Ernest Lépine, a chartered appraiser, may be the assessor of a municipal body and act in that capacity.

14. Section 4 of the Act respecting certain agricultural operations in the territory of Ville de Laval (1994, chapter 76) is amended by adding, at the end, the following paragraph:

“However, the following shall not be considered to be transfers of ownership:

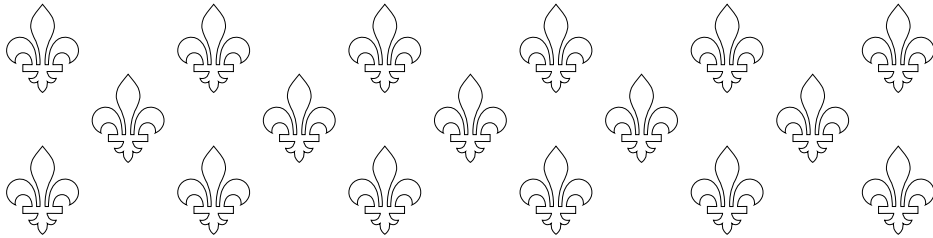
(1) a transfer by succession;

(2) a transfer in favour of a spouse, an ascendant or a descendant;

(3) a transfer by a transferor who is a natural person to a transferee that is a corporation where at least 90 per cent of the issued full voting shares of the capital stock of the corporation immediately after the transfer are owned by the transferor.”

15. Section 14 has effect from 17 June 1994.

16. This Act comes into force on 30 October 1996.



NATIONAL ASSEMBLY

SECOND SESSION

THIRTY-FIFTH LEGISLATURE

Bill 215
(Private)

**An Act respecting Ville de Val-d'Or
and the classified historic site of
the mining village of Bourlamaque**

**Introduced 16 April 1996
Passage in principle 23 October 1996
Passage 23 October 1996
Assented to 30 October 1996**

**Québec Official Publisher
1996**

Bill 215

(Private)

An Act respecting Ville de Val-d'Or and the classified historic site of the mining village of Bourlamaque

WHEREAS the mining village of Bourlamaque is a classified historic site pursuant to an entry to that effect made in the register of cultural property on 1 June 1979 under number IV-071, and whereas a notice of such entry was registered in the registry office of the registration division of Abitibi under number 174012;

Whereas such classification took effect on 20 December 1978, that date being the date on which the notice of intention of the Minister of Cultural Affairs, now called the “Minister of Culture and Communications”, was sent to the owner of the immovable affected by the classification;

Whereas as of that date, the mining village of Bourlamaque was subject to the provisions of the Cultural Property Act (R.S.Q., chapter B-4) having regard to classified cultural property, and as a particular consequence, was subject to the requirement that various cadastral operations on the land situated on the site and various construction work on the immovables situated on the site be submitted for authorization to the Minister of Culture and Communications;

Whereas on 17 June 1979, in accordance with section 49 of the Cultural Property Act, as amended by section 21 of chapter 23 of the statutes of 1978, the Minister of Culture and Communications notified his approval of zoning By-law 790 and construction By-law 791 passed by Ville de Val-d'Or and that applied to the historic site of the mining village of Bourlamaque;

Whereas as a consequence of that approval, pursuant to the third paragraph of section 49 of the Cultural Property Act, as amended by section 21 of chapter 23 of the statutes of 1978, any operation subject to a regulatory provision approved by the Minister could not be undertaken in the mining village of Bourlamaque except in accordance with the terms and conditions provided for in the regulatory provision, and whereas such an operation no longer required the authorization of the Minister;

Whereas on 19 January 1981, the town council of Ville de Val-d'Or passed By-laws 869 and 870 which replaced By-laws 790 and 791, and whereas on 2 July 1985, the town council passed By-law 85-23 to amend By-law 869, but whereas, contrary to section 49 of the Cultural Property Act, as amended by section 21 of chapter 23 of the statutes of 1978, Ville de Val-d'Or did not submit the new by-laws for approval to the Minister of Culture and Communications;

Whereas on 2 June 1986, the town council of Ville de Val-d'Or passed By-law 86-33 to amend By-laws 869 and 870, but whereas, contrary to section 100 of the Cultural Property Act, enacted by section 41 of chapter 24 of the statutes of 1985, the town did not notify the Minister of Culture and Communications of the draft by-law;

Whereas municipal permits were issued in accordance with the terms and conditions of municipal By-laws 869, 870, 85-23 and 86-33;

Whereas the operations covered by the permits or, if applicable, that would also have been covered by the provisions of the Cultural Property Act having regard to authorizations of the Minister of Culture and Communications, were not authorized under that Act;

Whereas it is expedient to remedy any irregularities and illegalities that could be raised against acts performed pursuant to municipal By-laws 869, 870, 85-23 and 86-33;

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

1. By-law 869 entitled *Règlement concernant la construction dans la Ville de Val-d'Or*, passed on 19 January 1981, By-law 870 entitled *Règlement concernant le zonage dans les limites de la Ville de Val-d'Or*, passed on 19 January 1981, and By-law 85-23 to amend By-law 870, passed on 2 July 1985, are validated to the extent that they were not submitted for approval to the Minister responsible for the application of the Cultural Property Act (R.S.Q., chapter B-4), now called the "Minister of Culture and Communications", as required

by section 49 of that Act, amended by section 21 of chapter 23 of the statutes of 1978.

2. By-law 86-33 to amend By-laws 869 and 870, passed on 2 June 1986, is validated to the extent that it was not the subject of a notice sent to the Minister of Culture and Communications as required by section 100 of the Cultural Property Act, enacted by section 41 of chapter 24 of the statutes of 1985.

3. The clerk shall enter a reference to this Act in the register of by-laws of the town council at the end of each by-law referred to in sections 1 and 2.

4. This Act does not affect any case pending on 4 December 1995.

5. This Act comes into force on 30 October 1996.

Coming into force of Acts

Gouvernement du Québec

O.C. 1400-96, 13 November 1996

An Act to amend the Act respecting the Société de récupération, d'exploitation et de développement forestiers du Québec (1996, c. 24) — Coming into force of section 8

COMING INTO FORCE of the provisions of section 8 of the Act to amend the Act respecting the Société de récupération, d'exploitation et de développement forestiers du Québec (1996, c. 24)

WHEREAS the Act to amend the Act respecting the Société de récupération, d'exploitation et de développement forestiers du Québec (1996, c. 24) was passed on 17 June 1996 and assented to on 20 June 1996;

WHEREAS section 13 of the Act stipulates that it comes into force on 20 June 1996, except the provisions of section 8 which will come into force on the date to be fixed by the Government;

WHEREAS it is expedient to fix 13 November 1996 as the date of coming into force of the provisions of section 8 of the Act to amend the Act respecting the Société de récupération, d'exploitation et de développement forestiers du Québec (1996, c. 24).

IT IS ORDERED, therefore, upon the recommendation of the Minister of State for Natural Resources:

THAT 13 November 1996 be fixed as the date of coming into force of the provisions of section 8 of the Act to amend the Act respecting the Société de récupération, d'exploitation et de développement forestiers du Québec (1996, c. 24).

MICHEL CARPENTIER,
Clerk of the Conseil exécutif

Regulations and other acts

Gouvernement du Québec

O.C. 1414-96, 13 November 1996

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

Corrugated Paper — Amendment

Regulation to amend the Levy Regulation of the Joint Committee of the Corrugated Paper Products Industry

WHEREAS in accordance with subparagraph *i* of the second paragraph of section 22 of the Act respecting collective agreement decrees (R.S.Q., c. D-2), a parity committee may, by a regulation approved by the Government and published in the *Gazette officielle du Québec*, levy upon the professional employer alone or upon both the professional employer and the employee, or upon the employee alone, the sums required for the carrying out of the decree that it is responsible for supervising and enforcing;

WHEREAS the Levy Regulation of the Joint Committee of the Corrugated Paper Products Industry was approved by Order in Council 2626-85 dated 11 December 1985;

WHEREAS the Joint Committee of the Corrugated Paper Products Industry adopted, at its meeting held on 12 December 1995, the Regulation to amend the Levy Regulation of the Joint Committee of the Corrugated Paper Products Industry, in order to increase the levy rate currently in force;

WHEREAS in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), the text of the Regulation was published in Part 2 of the *Gazette officielle du Québec* of 26 June 1996, with a notice that it could be submitted to the Government for approval upon the expiry of 45 days following that publication;

WHEREAS it is expedient to approve the Regulation without amendment;

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

THAT the Regulation to amend the Levy Regulation of the Joint Committee of the Corrugated Paper Products Industry, attached hereto, be approved.

MICHEL CARPENTIER,
Clerk of the Conseil exécutif

Regulation to amend the Levy Regulation of the Joint Committee of the Corrugated Paper Products Industry

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

1. The Levy Regulation of the Joint Committee of the Corrugated Paper Products Industry, approved by Order in Council 2626-85 dated 11 December 1985 and amended by the Regulations approved by Orders in Council 1227-87 dated 5 August 1987, 345-91 dated 13 March 1991 and 88-94 dated 10 January 1994, is further amended by substituting the following for section 2:

“**2.** Professional employers shall remit to the Joint Committee of the Corrugated Paper Products Industry an amount equal to 0.11 % of the gross wages they pay to their employees governed by the Decree.”

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

1054

Gouvernement du Québec

O.C. 1451-96, 20 November 1996

An Act respecting labour relations, vocational training and manpower management in the construction industry
(R.S.Q., c. R-20)

Competency certificates — Amendments

CONCERNING the Regulation to amend the Regulation respecting the issuance of competency certificates

WHEREAS under paragraph 11 of section 123.1 of the Act respecting labour relations, vocational training and

manpower management in the construction industry (R.S.Q., c. R-20), the Commission de la construction du Québec can adopt a regulation respecting particularly the conditions of issuance of a journeyman competency certificate, occupation competency certificate and apprentice competency certificate;

WHEREAS the Commission de la construction du Québec made the Regulation respecting the issuance of competency certificates approved by Order in Council 673-87 dated 29 April 1987;

WHEREAS under the second paragraph of section 123.3 of the Act respecting labour relations, vocational training and manpower management in the construction industry, the Commission de la construction du Québec shall submit to the Committee on vocational training in the construction industry, for consultation, every regulation it may adopt under section 123.1 of that Act, before it is adopted;

WHEREAS the Commission de la construction du Québec, after consultation with the Committee on vocational training in the construction industry, has made and transmitted to the Minister of Labour the Regulation to amend the Regulation respecting the issuance of competency certificates;

WHEREAS under section 123.2 of that Act, such regulation of the Commission shall be submitted to the Government for approval;

WHEREAS, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), the text of the Regulation to amend the Regulation respecting the issuance of competency certificates was published in Part 2 of the *Gazette officielle du Québec* of 5 June 1996 with a notice that it could be approved by the Government upon the expiry of 45 days following that publication;

WHEREAS the Minister of Labour has noted the comments received and there is reason to approve this Regulation without amendment;

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

THAT the Regulation to amend the Regulation respecting the issuance of competency certificates, attached to this Order in Council, be approved.

MICHEL CARPENTIER,
Clerk of the Conseil exécutif

Regulation to amend the Regulation respecting the issuance of competency certificates

An Act respecting labour relations, vocational training and manpower management in the construction industry (R.S.Q., c. R-20, s. 123.1, pars. 5, 7, 9 and 12; 1995, c. 8, s. 43)

1. The Regulation respecting the issuance of competency certificates, approved by Order in Council 673-87 dated 29 April 1987 and amended by the Regulations approved by Orders in Council 1817-88 dated 7 December 1988, 1191-89 dated 19 July 1989, 992-92 dated 30 June 1992, 1462-92 dated 30 September 1992, 314-93 dated 10 March 1993, 722-93 dated 19 May 1993, 1112-93 dated 11 August 1993, 799-94 dated 1 June 1994, 1246-94 dated 17 August 1994, by sections 55 to 58 of Chapter 8 of the Statutes of 1995 and by the Regulations approved by Orders in Council 1327-95 dated 4 October 1995 and 1489-95 dated 15 November 1995, is further amended in section 2 by adding the following after paragraph 4:

“(5) this person is exempt from the obligation to hold an apprentice competency certificate, issued under paragraph 6 of section 14 or under section 15.5, proves that he meets the admission requirements prescribed in basic school regulations made under the Education Act (R.S.Q., c. I-13.3), for a program of study leading to a secondary school vocational diploma (SSVD) pertaining to the trade indicated in this application and that he has worked at least 1 000 hours since the initial issuance of that exemption, under the conditions and restrictions provided for in section 15 or, as the case may be, in section 15.5.”

2. The Regulation is amended by substituting the following for section 4:

“4. The Commission shall issue an occupation competency certificate to every person who is sixteen years of age or older and who applies therefor and furnishes proof to the Commission that he has successfully completed a safety course required by the Safety Code for the construction industry, in any of the following cases:

(1) this person furnishes proof that he has successfully completed the course on general knowledge of the industry approved by the Commission;

(2) this person furnishes proof that he is an employer holding a contractor licence issued under the Building Act or that he is, under section 19.1 of the Act respecting labour relations, vocational training and manpower management in the construction industry, an employer's

designated representative holding such a licence; in the latter case, the certificate is no longer valid if the holder has ceased to be the employer's designated representative;

(3) this person has an exemption from the obligation to hold an occupation competency certificate, issued under paragraph 6 of section 14 or under section 15.5, and has worked at least 1 000 hours since the initial issuance of that exemption, under the conditions and restrictions provided for in section 15 or, as the case may be, section 15.5.”.

3. Section 7 of the Regulation is amended by inserting, in the second paragraph, the words “section 2 or” before the words “section 3”.

4. Section 14 of the Regulation is amended by substituting the following for paragraphs 5 and 6:

“(5) this person is the child of an employer or, if the employer is a partnership or a legal person, he is the child of a member of that partnership or director of that legal person, and that employer submits an application in order to ensure that someone takes over the business. Notwithstanding the foregoing, the exemption from the obligation to hold an apprentice competency certificate shall only be issued to a person who meets the admission requirements prescribed in basic school regulations made under the Education Act, for a program of studies leading to a secondary school vocational diploma (SSVD) pertaining to the trade indicated in the application;

(6) an employer furnishes proof that no holder of a competency certificate is available in the construction industry to perform the work established in the application, guarantees employment to that person for at least 150 hours over a period not exceeding 3 months and furnishes proof of that guarantee to the Commission;”.

5. Section 15 of the Regulation is amended:

(1) by substituting the following for the fourth and fifth paragraphs:

“The exemption issued under paragraph 4 of section 14 shall only be valid for a period not exceeding two months, for specific work established in the application, for the job site where such work is to be carried out and for the employer justifying the application.

Notwithstanding the fourth paragraph, the exemption issued under paragraph 4 of section 14 may be valid for a period exceeding two months with an expiry date that coincides with the end of the work to be carried out, where the employer furnishes proof to the Commission

that he will also employ on the job site at least one employee holding a competency certificate who shall be able to learn, from the employee for whom the exemption is applied for, the specific skills of that employee. In this case, the exemption may be extended upon application in order to allow the employer to complete the work for which it was issued.

The exemption issued under paragraph 5 of section 14 shall be valid for a period of 3 months and entitles its holder to perform work only for the employer who made the application. Notwithstanding section 16, it may be renewed upon application if the employer has stated, in the monthly reports filed with the Commission, that the holder of the exemption has worked at least 150 hours during the time the exemption was in force. The exemption from the obligation to hold an apprentice competency certificate issued under that paragraph may be renewed one year after the date it was initially issued only if its holder has registered in a training program pertaining to the trade corresponding to his apprentice competency certificate and that he took, during the period of validity of the exemption or its renewal, at least 150 hours of training in that program, up to the total number of hours of training in that program or has registered in such a program but could not pursue it because of a lack of available places. The Commission shall issue only one exemption per firm under that paragraph; and

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

“Notwithstanding section 16, the exemption issued under paragraph 6 of section 14 may be renewed if the employer furnishes proof that no worker holding a competency certificate is available in the construction industry to perform the work established in the application, that he has respected the terms regarding the guarantee of employment provided in the preceding application, and that he once again guarantees that worker employment for at least 150 hours.

The exemption issued under paragraph 7 of section 14 shall be valid for a period not exceeding 3 months, for the work described on the occasional employee's card issued to the holder of the exemption and for the employer justifying the application.”.

6. The Regulation is amended by inserting the following after section 15.4:

“15.5 The Commission may, by way of exception, exempt a person from the obligation to hold a journeyman competency certificate, occupation competency certificate or apprentice competency certificate if the per-

son proves that he has performed, during the 12 months preceding a new subsection, work covered by this new subsection for at least 300 hours.

The application for exemption mentioned in the first paragraph shall be submitted no later than 12 months after the new subsection.

When the work in question comes within the scope of a trade, the exemption pertains to a journeyman competency certificate or apprentice competency certificate, according to the number of hours the person has worked in that trade, taking into account the number of apprenticeship periods determined for that trade in Schedule B to the Regulation respecting the vocational training of manpower in the construction industry.

The exemption issued under this section is valid for a period of 12 months and for the work newly subjected. It mentions the region where the holder is domiciled or, if he is domiciled elsewhere in Canada, the region in which he wishes to benefit from an employment preference.

Notwithstanding section 16, the exemption issued under this section is renewed where, according to the monthly reports filed with the Commission by a registered employer, the holder has worked at least 150 hours during the time the exemption was valid.

For the purposes of this section, the expression "new subsection" means an amendment to a statute or regulatory instrument which extends the scope of the Act respecting labour relations, vocational training and manpower management in the construction industry, as well as a judicial or quasi-judicial decision which states that a certain type of work is subject to the Act."

7. The following is substituted for section 24.7:

"**24.7** The fee exigible for the issuance of an exemption from the obligation to hold a journeyman competency certificate, an apprentice competency certificate or an occupation competency certificate shall be \$100.

No fee shall be exigible for the renewal of an exemption, where this Regulation authorizes a renewal."

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

1059

Notice

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 that the Commission de la santé et de la sécurité du travail adopted the final text of the "Regulation respecting the standards and tables of personal home assistance for 1997", the text of which appears below.

This Regulation was prepublished in accordance with the Regulations Act (R.S.Q., c. R-18.1) on page 2959 of the *Gazette officielle du Québec* of 10 July 1996 with a notice that, upon the expiry of 45 days following that publication, the Commission de la santé et de la sécurité du travail could adopt the final text.

Pursuant to sections 118 et 160 of the Act respecting industrial accidents and occupational diseases, the "Regulation respecting the standards and tables of personal home assistance for 1997" has effect from 1 January 1997.

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 1997

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**

| | | | |
|-------------------------------|--------------------------|-------------------|---------------|
| 1.1 Worker's identity: | | | |
| 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 |

| | | | |
|--|--|------------------------------------|-----|
| 1.2 Type of evaluation: | | | |
| 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: | | | |
| _____ | | | |
| _____ | | | |
| _____ | | | |

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

| | | | |
|--|---|---|------------------------------|
| 1.4 Worker's home situation: | | | |
| 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

| 2.1 Table of evaluation of assistance needs: | | | | |
|---|---------------------------------|-----|---------------------------------------|-------------------|
| Circle the points corresponding to the assistance needs for performing each of the following activities or tasks | 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 | |
| Total | | | | /48 points |

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)

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:

| Total points | Amount | Total points | Amount |
|--------------|--------|--------------|---------|
| 0 - 2 | \$0 | 24.5 - 28 | \$666 |
| 2.5 - 4 | \$51 | 28.5 - 32 | \$768 |
| 4.5 - 8 | \$154 | 32.5 - 36 | \$871 |
| 8.5 - 12 | \$256 | 36.5 - 40 | \$973 |
| 12.5 - 16 | \$359 | 40.5 - 44 | \$1 076 |
| 16.5 - 20 | \$461 | 44.5 - 48 | \$1 178 |
| 20.5 - 24 | \$563 | | |

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

| 3.1 Table of evaluation of supervision needs: | | | | |
|--|----------------------------------|---|--------------|--|
| 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 | |

| |
|---|
| <p>Supervision needs</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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".</p> |
|---|

| |
|---|
| <p>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)</p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> |
|---|

| <p>3.3 Table of monthly amount of personal home assistance for supervision needs</p> <p>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).</p> <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Score</th> <th style="text-align: center;">Amount</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">0</td> <td style="text-align: center;">\$0</td> </tr> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">\$154</td> </tr> <tr> <td style="text-align: center;">2</td> <td style="text-align: center;">\$461</td> </tr> </tbody> </table> <p>Results to be carried over to section 4 entitled "Summary".</p> | Score | Amount | 0 | \$0 | 1 | \$154 | 2 | \$461 |
|---|--------|--------|---|-----|---|-------|---|-------|
| Score | Amount | | | | | | | |
| 0 | \$0 | | | | | | | |
| 1 | \$154 | | | | | | | |
| 2 | \$461 | | | | | | | |

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: _____

Notice

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 that the Commission de la santé et de la sécurité du travail adopted the final text of the "Regulation respecting the table of gross annual income from suitable employments for 1997", the text of which appears below.

This Regulation was prepublished in accordance with the Regulations Act (R.S.Q., c. R-18.1) on page 2968 of the *Gazette officielle du Québec* of 10 July 1996 with a Notice that, upon the expiry of 45 days following that publication, the Commission de la santé et de la sécurité du travail could adopt the final text.

Pursuant to section 50 of the Act respecting industrial accidents and occupational diseases, the "Regulation respecting the table of gross annual income from suitable employments for 1997" has effect from 1 January 1997.

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 |

| Bracket | Lower limit | Higher limit |
|----------------|--------------------|---------------------|
| 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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Notice

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 that the Commission de la santé et de la sécurité du travail adopted the final text of the "Regulation respecting the table of income replacement indemnities for 1997", the text of which appears below.

This Regulation was prepublished in accordance with the Regulations Act (R.S.Q., c. R-18.1) on page 2969 of the *Gazette officielle du Québec* of 10 July 1996 with a notice that, upon the expiry of 45 days following that publication, the Commission de la santé et de la sécurité du travail could adopt the final text.

Pursuant to section 63 of the Act respecting industrial accidents and occupational diseases, the "Regulation respecting the table of income replacement indemnities for 1997" has effect from 1 January 1997.

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 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 |
| 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 |

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 |
| 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 |
| 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 |

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 |
| 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 |
| 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 |

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 |
| 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 |
| 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 |

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 |
| 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 |
| 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 |

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 |
| 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 | 21,446.66 | 21,446.66 |
| 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 |
| 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 |

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 |
| 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 |
| 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 |

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 |
| 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 |
| 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 |

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 |
| 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 |
| 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 |

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 |
| 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 |
| 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
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 |
| 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 | 5,854.68 | 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 |

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 |
| 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 |
| 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 |

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 |
| 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 |
| 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 |

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 |
| 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 |
| 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 |

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 |
| 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 |
| 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 |

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 |
| 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 |
| 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 |

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 |
| 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 |
| 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 |

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 |
| 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 |
| 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 |

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 |
| 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 |
| 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 |

**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 |
| 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 |
| 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)
Single or single-parent family

| | 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 | 5,861.88 | 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 |
| 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 |

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 |
| 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 |
| 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 | 10,450.99 | 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 |

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 |
| 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 |
| 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 |

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 |
| 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 |
| 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 |

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 |
| 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 |
| 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 |

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 |
| 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 |
| 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 |

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 |
| 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 |
| 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 |

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 |
| 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 |
| 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 |

Municipal Affairs

Gouvernement du Québec

O.C. 1430-96, 20 November 1996

An Act respecting municipal territorial organization
(R.S.Q., c. O-9)

Amalgamation of the Village de Saint-Sylvestre and the Paroisse de Saint-Sylvestre

WHEREAS each of the municipal councils of the Village de Saint-Sylvestre and the Paroisse de Saint-Sylvestre adopted a by-law authorizing the filing of a joint application with the Government, requesting that it constitute a local municipality resulting from the amalgamation of both municipalities under the Act respecting municipal territorial organization (R.S.Q., c. O-9);

WHEREAS a copy of the joint application was sent to the Minister of Municipal Affairs;

WHEREAS no objections were sent to the Minister of Municipal Affairs, and he did not consider it advisable to request that the Commission municipale du Québec hold a public hearing or to order that the qualified voters in each of the applicant municipalities be consulted;

WHEREAS under section 108 of the aforementioned Act, it is expedient to grant the joint application;

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

THAT the application be granted and that a local municipality resulting from the amalgamation of the Village de Saint-Sylvestre and the Paroisse de Saint-Sylvestre be constituted, under the following conditions:

1. The name of the new municipality is "Municipalité de Saint-Sylvestre".

2. The description of the territory of the new municipality is the description drawn up by the Minister of Natural Resources on 1 August 1996; that description is attached as a Schedule to this Order in Council.

3. The new municipality is governed by the Municipal Code of Québec (R.S.Q., c. C-27.1).

4. The new municipality will be part of the Municipalité régionale de comté de Lotbinière.

5. A provisional council shall remain in office until the first general election. It shall be composed of all the members of both councils existing at the time of the coming into force of this Order in Council. The quorum will be held the members in office, plus one. The current mayors will alternate each month as mayor and acting mayor of the provisional council. The mayor of the former Paroisse de Saint-Sylvestre will serve as mayor of the new municipality for the first calendar month.

6. The first general election shall be held on the first Sunday in May 1997. The second general election shall be held on the first Sunday in November 2000.

7. The council of the new municipality shall be composed of 7 members, that is, a mayor and six councillors. The councillors' seats will be numbered from 1 to 6 from the first general election.

8. For the first general election, only those persons who would be eligible under the Act respecting elections and referendums in municipalities (R.S.Q., c. E-2.2), if such election were an election of the council members of the former Village de Saint-Sylvestre, will be eligible for seats 1 and 2 and only those persons who would be eligible under the aforementioned Act, if such election were an election of the council members of the former Paroisse de Saint-Sylvestre, will be eligible for seats 3 and 4.

Seats 5 and 6 will be open to any eligible person in the entire territory of the new municipality.

9. Mrs. Chantale Therrien of the former Village de Saint-Sylvestre will act as assistant secretary-treasurer of the new municipality until the council made up by the persons elected in the first general election decides otherwise.

10. Any budget adopted by each of the former municipalities for the fiscal year during which this Order in Council comes into force shall continue to be applied by the council of the new municipality, and the expenditures and revenues shall be accounted for separately as if those municipalities continued to exist.

11. The terms and conditions for apportioning the cost of the joint services provided for in the intermunicipal agreements in force prior to the coming into force of this Order in Council shall continue to apply until the end of the last fiscal year for which the former municipalities adopted separate budgets.

12. Any surplus accumulated on behalf of a former municipality at the end of the last fiscal year for which the former municipalities adopted separate budgets shall be used for the benefit of the ratepayers in the sector made up by the territory of the former municipality in whose name it was accumulated. Those sums may be allocated for works in the territory of that former municipality.

13. Any deficit accumulated on behalf of a former municipality at the end of the last fiscal year for which the former municipalities adopted separate budgets shall remain chargeable to all the taxable immovables in the territory of that former municipality.

14. The new municipality shall have the rights, obligations and responsibilities of the former municipalities. It shall become, without continuance of suit, a party to any proceeding in the place and stead of those former municipalities.

The by-laws, resolutions, minutes, assessment rolls, collection rolls and other acts of each of the former municipalities shall remain in force in the territory for which they were drawn up, until they are amended, cancelled or revoked, and insofar as they are compatible with this Order in Council.

15. All the movable and immovable property belonging to each of the former municipalities shall become the property of the new municipality.

16. Any debt or gain that may result from legal proceedings or a transaction, for any act performed by a former municipality, shall continue to be chargeable or credited to all the taxable immovables in that former municipality.

17. The council of the new municipality may, within two years of the coming into force of this Order in Council, revise zoning, subdivision and building by-laws, by-laws provided for in section 116 of the Act respecting land use planning and development (R.S.Q., c. A-19.1) and by-laws respecting minor exemptions from planning by-laws, respecting comprehensive development programs, site planning and architectural integration programs or respecting municipal works agreements of each of the former municipalities, in accordance with the following terms and conditions:

— for consultation purposes, those revised by-laws shall be deemed to be by-laws affecting all of the territory of the new municipality;

— for the purposes of approval by qualified voters, if required, those revised by-laws shall be deemed to be by-laws affecting all of the territory of the new municipi-

ality and shall, in accordance with the Act respecting elections and referendums in municipalities, be approved by all the qualified voters in the entire territory of the new municipality;

— notwithstanding sections 131 and 132 of the Act respecting land use planning and development, those revised by-laws of the new municipality may amend, replace or revoke a provision pertaining to a matter provided for in any of subparagraphs 1, 6 and 10 to 22 of the second paragraph of section 113 or a matter provided for in any of subparagraphs 1, 3, 4 and 4.1 of the second paragraph of section 115, insofar as each such provision is aimed at consolidating into one single by-law the provisions contained in the subdivision by-law of each of the former municipalities.

18. For the first complete fiscal year following the coming into force of this Order in Council, a tax credit shall be paid to the owner of each taxable immovable located in the sector made up by the territory of the former Paroisse de Saint-Sylvestre. The total amount of those credits shall be \$42 309 and shall be distributed on a pro rata basis according to the value of all the taxable immovables in that sector.

19. This Order in Council will come into force on the date of its publication in the *Gazette officielle du Québec*.

MICHEL CARPENTIER,
Clerk of the Conseil exécutif

OFFICIAL DESCRIPTION OF THE LIMITS OF THE TERRITORY OF THE MUNICIPALITÉ DE SAINT-SYLVESTRE, IN THE MUNICIPALITÉ RÉGIONALE DE COMTÉ DE LOTBINIÈRE

The current territory of the Paroisse de Saint-Sylvestre and of the Village de Saint-Sylvestre, in the Municipalité régionale de comté de Lotbinière, comprising, in reference to the cadastre of the Paroisse de Saint-Sylvestre, the lots or parts of lots and their present and future subdivisions, as well as the roads, routes, streets, lakes and watercourses or parts thereof, the whole within the limits described hereafter, namely: starting from the apex of the northern angle of lot 1 of the cadastre of the Paroisse de Saint-Sylvestre; thence, successively, the following lines and demarcations: in a general south-easterly direction the broken line dividing the cadastre of the Paroisse de Saint-Sylvestre from the cadastres of the parishes of Saint-Bernard and Saint-Elzéar to the apex of the eastern angle of lot 794 of the cadastre of the Paroisse de Saint-Sylvestre, that line extended across the public roads and watercourses that it meets; south-westerly, the broken line dividing the cadastre of the Paroisse de Saint-Sylvestre from the cadastres of the

Paroisse de Saint-Séverin and of the Canton de Leeds to the apex of the eastern angle of lot 208 of the cadastre of the Paroisse de Sainte-Agathe, that line extended across the public roads and watercourses that it meets; in general northwesterly and northeasterly directions the broken line dividing the cadastre of the Paroisse de Saint-Sylvestre from the cadastres of the parishes of Sainte-Agathe and Saint-Patrice-de-Beaurivage to the apex of the northwestern angle of lot 261 of the cadastre of the Paroisse de Saint-Sylvestre; in reference to that cadastre, the north line of said lot 261; part of the west line and the north and northeast lines of lot 230; the broken line dividing lot 231 from lots 223, 222, 219 and 218; the north line of lot 217; the extension of the said north line across chemin Craig (route 269) to the east side of the right of way of the said road; the east side of the right of way of the said chemin Craig southerly to the north line of lot 125; the said north line; the broken line limiting to the west a part of lot 109 and lots 110 to 115; easterly, part of the broken line dividing the cadastre of the parishes of Saint-Sylvestre and Saint-Patrice-de-Beaurivage to the centre line of the public road (chemin Saint-Jean) limiting to the southwest lot 55 of that first cadastre; northwesterly, the said centre line to the extension of the northwest line of said lot 55; the said extension and the said northwest line to the southwest side of the right of way of the road of rang Saint-José; the said southwest side northwesterly to the extension of the northwest line of lot 1 of the cadastre of the Paroisse de Saint-Sylvestre; finally, the said extension and the northwest line of said lot 1 to the starting point; the said limits define the territory of the Municipalité de Saint-Sylvestre.

Ministère des Ressources naturelles
Service de l'arpentage
Charlesbourg, 1 August 1996

Prepared by: GILLES CLOUTIER,
Land Surveyor

S-153

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Gouvernement du Québec

O.C. 1431-96, 20 November 1996

An Act respecting municipal territorial organization
(R.S.Q., c. O-9)

Corrections to the Order in Council concerning the Amalgamation of the Municipalité de Crabtree and the Municipalité de Sacré-Coeur-de-Crabtree

WHEREAS Order in Council 1301-96 concerning the Amalgamation of the Municipalité de Crabtree and the Municipalité de Sacré-Coeur-de-Crabtree was made on 16 October 1996;

WHEREAS the Order in Council contains errors in writing;

WHEREAS under section 214.2 of the Act respecting municipal territorial organization (R.S.Q., c. O-9), the Government may correct such errors;

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

THAT the following corrections to Order in Council 1301-96 be made:

(1) Section 12 is corrected by substituting the words "of the new municipality" for the words "in the sector formed of the territory of that former municipality" after the words "the ratepayers".

(2) Section 18 is corrected by substituting the words "in the new municipality" for the words "in that former municipality" after the words "taxable immovables".

MICHEL CARPENTIER,
Clerk of the Conseil exécutif

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Notices

Notice of extension

An Act respecting the provisional administration of the Parity Committee for the Flat Glass Industry and the Corporation de formation des vitriers et travailleurs du verre du Québec (1994, c. 9)

Flat Glass Industry — Provisional administration of the Parity Committee

Provisional administration of the Parity Committee for the Flat Glass Industry

Pursuant to section 2 of the Act respecting the provisional administration of the Parity Committee for the Flat Glass Industry and the Corporation de formation des vitriers et travailleurs du verre du Québec (1994, c. 9), the Minister of Labour gives notice as follows:

The suspension of the powers and functions of the members, officers, substitutes and mandataries of the Parity Committee for the Flat Glass Industry, including those of its secretary, in effect since 13 June 1994, under the Act respecting the provisional administration of the Parity Committee for the Flat Glass Industry and the Corporation de formation des vitriers et travailleurs du verre du Québec, is further extended for a period of three months, effective from 13 December 1996, in accordance with section 2 of that Act.

MATTHIAS RIOUX,
Minister of Labour

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Index Statutory Instruments

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

| Regulations — Statutes | Page | Comments |
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| Competency certificates (An Act respecting labour relations, vocational training and manpower management in the construction industry, R.S.Q., c. R-20) | 4853 | M |
| Corrugated Paper Products (An Act respecting collective agreement decrees, R.S.Q., c. D-2) | 4853 | M |
| Crabtree, Municipalité de... — Amalgamation with the Municipalité de Sacré-Coeur-de-Crabtree — Corrections to the Order in Council (An Act respecting municipal territorial organization, R.S.Q., c. O-9) | 4897 | |
| Disaster assistance fund for certain areas affected by the torrential rains of 19 and 20 July 1996, An Act to establish a... (1996, Bill 49) | 4819 | |
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| Table of gross annual income from suitable employments for 1997 | 4864 | N |
| (An Act respecting industrial accidents and occupational diseases, R.S.Q., c. A-3.001) | | |
| Table of income replacement indemnities for 1997 | 4864 | N |
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