

Gazette officielle du Québec

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Summary

Table of Contents
Coming into force of Acts
Regulations and other acts
Draft Regulations
Index

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Table of Contents

Page

Coming into force of Acts

1164-98	Municipal courts and the Courts of Justice Act, An Act to amend the Act respecting... — Coming into force of certain provisions	3887
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Regulations and other acts

1155-98	Government and Public Employees Retirement Plan, An Act respecting the... — Amendment to Schedule I to the Act	3889
1163-98	Tariff in criminal matters	3889
1184-98	Conservation and development of wildlife, An Act respecting the... — Part of the fees that an agency must pay to a legal person certified under section 106.3 of the Act	3891
Hunting (Amend.)	3892
Trapping and fur trade (Amend.)	3893

Draft Regulations

Industrial accidents and occupational diseases, An Act respecting... — Table of gross annual income from suitable employments for 1999		3901
Industrial accidents and occupational diseases, An Act respecting... — Table of income replacement indemnities for 1999		3902
Professional Code — Chartered administrators — Code of ethics		3933
Rivière-des-Mille-Îles Wildlife Preserve		3939

Coming into force of Acts

Gouvernement du Québec

O.C. 1164-98, 9 September 1998

An Act to amend the Act respecting municipal courts and the Courts of Justice Act (1998, c. 30)

— Coming into force of certain provisions

COMING INTO FORCE of certain provisions of the Act to amend the Act respecting municipal courts and the Courts of Justice Act

WHEREAS the Act to amend the Act respecting municipal courts and the Courts of Justice Act (1998, c. 30) was assented to on 17 June 1998;

WHEREAS under section 45 of that Act, its provisions come into force on the date or dates to be fixed by order of the Government, except the provisions of sections 1 to 3, 17, 20, 29, 32 to 35 and 43, which came into force on 17 June 1998;

WHEREAS it is expedient to fix the date of coming into force of certain provisions of that Act;

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

THAT 9 September 1998 be fixed as the date of coming into force of sections 6, 7, 14, 16 and 21 of the Act to amend the Act respecting municipal courts and the Courts of Justice Act (1998, c. 30);

THAT 15 October 1998 be fixed as the date of coming into force of sections 4, 5, 8 to 13, 18, 19, 22 to 28, 30, 31, 36, 40 to 42 and 44 of the Act to amend the Act respecting municipal courts and the Courts of Justice Act (1998, c. 30).

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Regulations and other acts

Gouvernement du Québec

O.C. 1155-98, 9 September 1998

An Act respecting the Government and Public Employees Retirement Plan
(R.S.Q., c. R-10)

Amendment to Schedule I to the Act

Amendment to Schedule I to the Act respecting the Government and Public Employees Retirement Plan

WHEREAS under section 1 of the Act respecting the Government and Public Employees Retirement Plan (R.S.Q., c. R-10), the retirement plan applies to employees and persons designated in Schedule I, and employees and persons designated in Schedule II who were not members of a retirement plan on 30 June 1973 or who were appointed or engaged after 30 June 1973;

WHEREAS under the first paragraph of section 220 of the Act, the Government may, by order, amend Schedules I, II, II.1, II.2, III, III.1 and VI and any such order may have effect 12 months or less before it is made;

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

THAT the Amendment to Schedule I to the Act respecting the Government and Public Employees Retirement Plan (R.S.Q., c. R-10), attached hereto, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Amendment to Schedule I to the Act respecting the Government and Public Employees Retirement Plan (*)

An Act respecting the Government and Public Employees Retirement Plan
(R.S.Q., c. R-10, s. 220)

1. Schedule I to the Act respecting the Government and Public Employees Retirement Plan (R.S.Q., c. R-10) is amended by inserting the words “the Syndicat des enseignantes et enseignants de Charlevoix” in paragraph 1, in alphabetical order.

2. This Order in Council comes into force on the date it is made by the Government but takes effect 12 months before that date.

2498

Gouvernement du Québec

O.C. 1163-98, 9 September 1998

Criminal Code
(R.S.C., 1985, c. C-46)

Tariff in criminal matters

Tariff in criminal matters

WHEREAS under section 809 of the Criminal Code (R.S.C., 1985, c. C-46), the summary conviction court may in its discretion award and order such costs as it

* Schedule I to the Act respecting the Government and Public Employees Retirement Plan (R.S.Q., c. R-10) was amended, since the last update of the Revised Statutes of Québec, on 1 March 1997, by Orders in Council 629-97 dated 13 May 1997 (1997, *G.O.* 2, 2243), 788-97 dated 18 June 1997 (1997, *G.O.* 2, 3338), 1105-97 dated 28 August 1997 (1997, *G.O.* 2, 4561), 1652-97 dated 17 December 1997 (1997, *G.O.* 2, 6287), 296-98 dated 18 March 1998 (1998, *G.O.* 2, 1425) and 297-98 dated 18 March 1998 (1998, *G.O.* 2, 1426), 730-98 dated 3 June 1998 (1998, *G.O.* 2, 2207) and 764-98 dated 10 June 1998 (1998, *G.O.* 2, 2289) and by sections 35 of Chapter 26 of the Statutes of 1997, 33 of Chapter 27 of the Statutes of 1997, 13 of Chapter 36 of the Statutes of 1997, 631 of Chapter 43 of the Statutes of 1997, 57 of Chapter 50 of the Statutes of 1997, 121 of Chapter 63 of the Statutes of 1997, 52 of Chapter 79 of the Statutes of 1997 and 37 of Chapter 83 of the Statutes of 1997.

considers reasonable and not inconsistent with such of the fees established by section 840 of the Code as may be taken or allowed in proceedings before that summary conviction court, to be paid by a party;

WHEREAS under paragraph 2 of section 840 of the Code, amended by section 114 of Chapter 18 of the Statutes of 1997, the lieutenant-governor in council of a province may order that all or any of the fees and allowances mentioned in the Schedule to Part XXVII of the Code shall not be taken or allowed in proceedings in that province;

WHEREAS under that provision, the lieutenant-governor in council of a province may, in addition, order that fees and allowances mentioned in the Schedule to that Part of the Code be replaced;

WHEREAS it is expedient to order that such fees and allowances as are mentioned in the Schedule to Part XXVII of the Code not be taken or allowed and that they will be replaced by those provided for in the Tariff in criminal matters attached to this Order in Council;

WHEREAS in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), the Tariff in criminal matters was published in Part 2 of the *Gazette officielle du Québec* of 13 May 1998 with a notice that, upon the expiry of 45 days following that publication, it could be made by the Government;

WHEREAS during that period, requests for further information and comments in writing were made to the Minister of Justice;

WHEREAS it is expedient to make the Tariff in criminal matters, with amendments;

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

THAT the Tariff in criminal matters, attached to this Order in Council, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Tariff in criminal matters

Criminal Code
(R.S.C., 1985, c. C-46, subsection 840(2);
S.C., 1997, c. 18, s. 114)

1. The fees and allowances mentioned in the Schedule to Part XXVII of the Criminal Code and prescribed under section 840 of that Code shall not be taken or

allowed in Québec in proceedings before summary conviction courts and before justices and are instead replaced by the following:

(1) fees and allowances that may be charged by summary conviction courts and justices:

(a) for the issue of a summons or a warrant for arrest in first instance or to confirm an appearance notice, a promise or a recognizance to appear: \$26.00;

(b) for a promise made or a recognizance entered into before a justice for the purposes of provisional release: \$26.00;

(c) for a warrant of committal upon conviction, a remand warrant or a warrant for arrest for failure to appear in or to attend court: \$26.00;

(d) for each witness summoned: \$12.00;

(e) for a subpoena to a witness where the court finds that the testimony could have been given by filing a document in lieu of testimony, in addition to the costs provided for in a tariff of court costs for the subpoena and travel expenses of such witness: \$31.00;

(f) for filing a motion or application in writing: \$16.00;

(g) for an adjournment granted at the defendant's request: \$23.00;

(h) for a judgment convicting the defendant, following an *ex parte* hearing or a plea of guilty: \$46.00;

(i) for a judgment convicting the defendant, rendered during a contested trial: \$71.00;

(j) for a copy of an audio or video tape or another object that cannot be photocopied, the actual cost;

(k) for a notice to the Société de l'assurance automobile du Québec of any conviction or any order prohibiting driving: \$26.00;

(2) fees and allowances that may be granted to bailiffs:

(a) for serving a summons, a subpoena on a witness and any notice, the tariff prescribed in the Tariff of fees and transportation expenses of bailiffs (R.R.Q., 1981, c. H-4, r.3, as amended);

(b) for the arrest or imprisonment of a person, except for default of payment of a fine (subsection 734 (7)) and for the execution of a warrant for witness, the Tariff of fees and transportation expenses of bailiffs (R.R.Q., 1981, c. H-4, r.3, as amended).

2. The amounts mentioned in this Regulation shall be increased on 1 April 1999 and thereafter every 3 years on 1 April, as follows:

(1) where the amount applicable on the preceding 31 March is equal to or greater than \$35, it shall be increased on the basis of the cumulative rate of increase in the general Consumer Price Index for Canada, as determined by Statistics Canada for a 3-year period ending on 31 December of the preceding year;

(2) where the amount applicable on the preceding 31 March is less than \$35, the increase shall be carried out by applying to the amount exigible on the date of coming into force of this Regulation the cumulative rate of increase in the general Consumer Price Index for Canada, as determined by Statistics Canada for the period beginning on 1 January of the year preceding the year of the coming into force of such provision and ending on 31 December of the year preceding that increase.

The amounts indexed in the prescribed manner shall be reduced to the nearest dollar where they contain a fraction of a dollar less than \$0.50; they shall be increased to the nearest dollar where they contain a fraction of a dollar equal to or greater than \$0.50.

The Minister of Justice shall inform the public, through the *Gazette officielle du Québec* and by such other means as he considers appropriate, of the indexing calculated under this section.

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

2497

Gouvernement du Québec

O.C. 1184-98, 16 September 1998

An Act respecting the conservation and development of wildlife
(R.S.Q., c. C-61.1)

Part of the fees that an agency must pay to a legal person certified under section 106.3 of the Act

Regulation respecting the part of the fees that an agency must pay to a legal person certified under section 106.3 of the Act respecting the conservation and development of wildlife

WHEREAS under section 106.6 of the Act respecting the conservation and development of wildlife (R.S.Q.,

c. C-61.1), introduced by section 4 of Chapter 95 of the Statutes of 1997, the Government shall determine by regulation the part of the fees to be paid by an agency from the fees that devolve to it, as a contribution toward the financing of a legal person, where that agency is a party to a memorandum of agreement and on whose behalf a legal person certified by the Minister acts as a representative, including the terms and conditions of payment for a period of three years from the date determined by the Government;

WHEREAS under section 9 of the Act to again amend the Act respecting the conservation and development of wildlife (1997, c. 95), a regulation made under section 106.6 of the Act respecting the conservation and development of wildlife is not subject to the publication requirements set out in section 8 of the Regulations Act (R.S.Q., c. R-18.1);

WHEREAS it is expedient to make the Regulation respecting the part of the fees that an agency must pay to a legal person certified under section 106.3 of the Act respecting the conservation and development of wildlife attached to this Order in Council;

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

THAT the Regulation respecting the part of the fees that an agency must pay to a legal person certified under section 106.3 of the Act respecting the conservation and development of wildlife, attached to this Order in Council, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Regulation respecting the part of the fees that an agency must pay to a legal person certified under section 106.3 of the Act respecting the conservation and development of wildlife

An Act respecting the conservation and development of wildlife
(R.S.Q., c. C-61.1, s. 106.6; 1997, c. 95, s. 4)

1. In this Regulation,

“agency” means an agency which is a signatory to a memorandum of agreement on the management of a controlled zone with the Minister of the Environment and Wildlife, pursuant to section 106 of the Act respecting the conservation and development of wildlife (R.S.Q., c. C-61.1).

2. Any agency shall, from the date of publication in the *Gazette officielle du Québec* of the notice of certification of the non-profit legal person referred to in section 106.3 of the Act respecting the conservation and development of wildlife, pay to the legal person, for 1998, 1999 and 2000, a part of the fees, as determined below, that devolve to the agency under the Act, for membership in the agency, to travel about the territory under its management or to hunt or fish in those areas:

(1) for 1998: \$600, to which shall be added an amount equal to 0.5 % of the total annual fees collected by the agency during its 1996 fiscal year, for memberships, travelling about the territory under its management or for hunting or fishing in those areas; the total amount shall not exceed the lesser of the following:

(a) \$2 250; or

(b) 1.5 % of the total fees collected, referred to in this section, during the 1996 fiscal year;

(2) for 1999: \$1 200, to which shall be added an amount equal to 1 % of the total annual fees collected by the agency and referred to in this section, during its 1997 fiscal year; the total amount shall not exceed the lesser of the following:

(a) \$4 500; or

(b) 3 % of the total fees collected, referred to in this section, during the 1997 fiscal year;

(3) for 2000: \$1 200, to which shall be added an amount equal to 1 % of the total annual fees collected by the agency and referred to in this section during its 1998 fiscal year; the total amount shall not exceed the lesser of the following:

(a) \$4 500; or

(b) 3 % of the total fees collected, referred to in this section, during the 1998 fiscal year.

3. The part of the fees determined as prescribed in section 2 shall be paid by the agency in one payment for 1998, on 15 October 1998, and in two equal instalments for 1999 and 2000, on 1 June and 1 October respectively.

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

2501

M.O., 1998-012

Order of the Minister of the Environment and Wildlife dated of 14 September 1998

An Act respecting the conservation and development of wildlife
(R.S.Q., c. C-61.1)

Regulation to amend the Regulation respecting hunting

THE MINISTER OF THE ENVIRONMENT AND WILDLIFE,

CONSIDERING that under the second and third paragraphs of section 56 of the Act respecting the conservation and development of wildlife (R.S.Q., c. C-61.1) amended by section 8 of Chapter 29 of the Statutes of 1998, the Minister may, by regulation, allow the hunting and trapping of any animal or any animal of a class of animals it determines and may also determine,

“(1) on the basis of sex or age, what animal or animal of a class of animals may be hunted;

(2) the period of the year, day or night during which the animal may be hunted or trapped;

(3) the area, territory or place in which the animal may be hunted or trapped;

(4) the types of arms or traps which may be used.”;

CONSIDERING that the Regulation respecting hunting was made by Order in Council 1383-89 dated 23 August 1989;

CONSIDERING that the Regulation to amend the Regulation respecting hunting was made by Order of the Minister of the Environment and Wildlife 1998-1 dated 14 July 1998;

CONSIDERING that under section 164 of the Act respecting the conservation and development of wildlife replaced by section 23 of Chapter 29 of the Statutes of 1998, a regulation made by the Minister under sections 54.1 and 56 is not subject to the publication requirements set out in section 8 of the Regulations Act (R.S.Q., c. R-18.1);

CONSIDERING that it is expedient to replace certain provisions of the Regulation respecting hunting;

ORDERS:

THAT the Regulation to amend the Regulation respecting hunting, attached hereto, be made.

Québec, 14 September 1998

PAUL BÉGIN,
*Minister of the Environment
and Wildlife*

Regulation to amend the Regulation respecting hunting (*)

An Act respecting the conservation and development of wildlife
(R.S.Q., c. C-61.1, s. 56; 1998, c. 29, s. 8)

1. The following is substituted for the first paragraph of section 27 of the Regulation respecting hunting:

“**27.** Subject to the second, third and fourth paragraphs, hunting is permitted for the animals and under the conditions provided for in Schedule III; notwithstanding the foregoing, in the parts of territories whose plans appear in Schedules XXXV to CXCI, the hunting season of moose is determined by the provisions of Schedule III.1 subject to the second, third and fourth paragraphs and in controlled zones, the hunting of moose and white-tailed deer with type 1 or 2 implements is governed by Schedule IV subject to the second, third and fourth paragraphs.”

2. The following is substituted for Schedule III.1:

SCHEDULE III.1 (s. 27)

HUNTING SEASONS IN CERTAIN PARTS OF TERRITORIES

Column I Animal	Column II Parts of territories	Column III Hunting seasons
Moose	Parts whose plans appear in Schedules XXXV to XL	Season established for the Ashuapmushuan Wildlife Sanctuary ⁽¹⁾
	Part whose plan appears in Schedule XLI	Season established for the Chic-Chocs Wildlife Sanctuary ⁽¹⁾
	Parts whose plans appear in Schedules XLII to CXI, CXC, CXCI	Season established for the Laurentides Wildlife Sanctuary ⁽¹⁾

(*) The Regulation respecting hunting, made by Order in Council 1383-89 dated 23 August 1989 (1989, *G.O.* 2, 3731), was last amended by the Regulations made by Order in Council 538-98 dated 22 April 1998 (1998, *G.O.* 2, 1644), Order in Council 965-98 dated 21 July 1998 (1998, *G.O.* 2, 3301) and Order of the Minister of the Environment and Wildlife 1998-1 dated 14 July 1998 (1998, *G.O.* 2, 3305). For previous amendments, refer to the “Tableau des modifications et Index sommaire”, Éditeur officiel du Québec, 1998, updated to 1 March 1998.

Column I Animal	Column II Parts of territories	Column III Hunting seasons
	Parts whose plans appear in Schedules CXII to CLXXIX	Season established for the La Vérendrye Wildlife Sanctuary ⁽¹⁾
	Parts whose plans appear in Schedules CLXXX to CLXXXIX	Season established for the Papineau-Labelle Wildlife Sanctuary ⁽¹⁾

(1) The hunting seasons indicated in this column refer to the moose hunting seasons provided for in Schedule I to the Hunting in Wildlife Sanctuaries Regulation made by Order in Council 838-84 dated 4 April 1984 (1984, *G.O.* 2, 1494).

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

2502

M.O., 1998-008

Order of the Minister of the Environment and Wildlife dated 14 September 1998

An Act respecting the conservation and development of wildlife
(R.S.Q., c. C-61.1)

Regulation to amend the Regulation respecting trapping and the fur trade

THE MINISTER OF THE ENVIRONMENT AND WILDLIFE,

CONSIDERING section 26.1 of the Act respecting the conservation and development of wildlife (R.S.Q., c. C-61.1) replaced by section 1 of Chapter 29 of the Statutes of 1998 which provides that the holder of a trapping licence may, during the period and on the conditions determined by regulation of the Minister of the Environment and Wildlife, damage a beaver dam to ascertain the presence of beavers or to set a trap; it also provides that the holder of a trapping licence may, during the period and on the conditions determined by regulation of the Minister, open a muskrat den to set a trap;

CONSIDERING paragraph 2 of section 54.1 of that Act replaced by section 7 of Chapter 29 of the Statutes of 1998 which provides that the Minister may, by regulation,

“(2) determine the content and term of a licence or certificate and the manner of issuing, replacing and renewing a licence or certificate according to the category of persons concerned or according to the species of wildlife sought or the age or sex of animals.”;

CONSIDERING the second and third paragraphs of section 56 of that Act amended by section 8 of Chapter 29 of the Statutes of 1998 which provide that, in particular, the Minister may, by regulation, allow trapping of any animal or any animal of a class of animals on the conditions he indicates and determine in addition:

“(2) the period of the year, day or night during which the animal may be hunted or trapped;

(3) the area, territory or place in which the animal may be hunted or trapped;

(4) the types of arms or traps which may be used.”;

CONSIDERING the fourth paragraph of section 56 of that Act which provides that the Minister may also, by regulation,

“(1) determine the means and their specifications, and the animals, including domestic animals and dogs, with which hunting, trapping or capturing an animal the Minister indicates is permitted;

(2) determine the maximum number of animals that may be killed or captured by a person or group of persons during a period and in an area, territory or place the Minister indicates.”;

CONSIDERING section 35 of the Act to amend the Act respecting the conservation and development of wildlife and the Act respecting commercial fisheries and aquaculture (1998, c. 29) which provides in particular that the provisions of the regulations made by the Government under section 56, paragraphs 5, 6, 8 and 10 in respect of the determination of the tenor and term of a licence or certificate, its mode of issue, replacement or renewal according to the category of persons concerned or according to the species of wildlife sought or the age or sex of animals, as well as paragraphs 14 and 15 of section 162 of the Act respecting the conservation and development of wildlife before 17 June 1998 remain in force until they are replaced or repealed by order of the Minister;

CONSIDERING the making of the Regulation respecting trapping and the fur trade by Order in Council 1289-91 dated 18 September 1991;

CONSIDERING section 164 of the Act respecting the conservation and development of wildlife, replaced by section 23 of Chapter 29 of the Statutes of 1998 which provides that a regulation made by the Minister under sections 26.1, 54.1 and 56 is not subject to the publication requirements set out in section 8 of the Regulations Act (R.S.Q., c. R-18.1);

CONSIDERING that it is expedient to replace certain provisions of the Regulation respecting trapping and the fur trade;

ORDERS the following:

The Regulation to amend the Regulation respecting trapping and the fur trade, attached hereto, is made.

Québec, September 14, 1998

PAUL BÉGIN,
Minister of the Environment and Wildlife

Regulation to amend the Regulation respecting trapping and the fur trade(*)

An Act respecting the conservation and development of wildlife
(R.S.Q., c. C-61.1, ss. 26.1, 54.1 and 56; 1998, c. 29, ss. 1, 7 and 8)

1. The following is substituted for section 9 of the Regulation respecting trapping and the fur trade:

“**9.** A trapping licence must be signed by its holder. Moreover, it must also be signed by the person who issued it except for a professional trapping licence and an assistant trapper’s licence.

To be valid, an assistant trapper’s licence must be signed by the professional trapping licence holder with whom the assistant trapper is associated. Such a licence ceases to be valid where the licence of the cosigning licence holder becomes invalid.

* The Regulation respecting trapping and the fur trade, made by Order in Council 1289-91 dated 18 September 1991 (1991, *G.O.* 2, 3890), was last amended by the Regulation made by Order in Council 540-98 dated 22 April 1998 (1998, *G.O.* 2, 1653). For previous amendments, refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1998, updated to 1 March 1998.

Where the holder of a professional trapping licence traps in the territories referred to in paragraph 4 of section 26, the professional trapping licence shall bear an indication to that effect written by the person who issued it.”.

2. The following is substituted for section 18:

“**18.** Trapping of animals is permitted through the use of the following means:

(1) bait, that is, food or an olfactory substance intended to lure an animal for the purpose of trapping it;

(2) a lure, that is, an inanimate object or an artificial reproduction of the shape of an animal, including a stuffed animal, used to lure an animal or gain its confidence for the purpose of trapping it;

(3) a trapping device mentioned in Column II of Schedule I for each of the species provided for in Column I of that Schedule.

However, black bear may be trapped by using a Type 2 device except from 15 May to 30 June.

A holder of a trapping licence who uses a Type 2, 3 or 5 device must do so in such a way that the trapped animal is never in an entirely suspended position.

A holder of a trapping licence may, during the trapping period of beavers and in the 30 days preceding that period, damage a beaver dam to ascertain the presence of beavers; he may also, during the trapping period of beavers, damage a beaver dam to set a trap.

Moreover, a holder of a trapping licence may, during the trapping period of muskrats, open a muskrat den to set a trap except from 25 October to 1 March in areas 4, 5, 6, 7 and 8; however, he must close the muskrat den immediately after setting the trap.”.

3. The following is substituted for section 29.1:

“**29.1.** A holder of a general trapping licence or a professional trapping licence may trap two black bears in a one-year period.

A holder of a general trapping licence or a professional trapping licence may trap two lynxes in each of areas 1, 2, 10, 11, 12, 14, 15, 18 and in the southern part of Area 19 in a one-year period; that bag limit also applies in each wildlife sanctuary located within those areas.

The bag limit referred to in the second paragraph does not apply to the western part of Area 12 described in Schedule XV and in the western part of Area 14 described in Schedule XVI.

However, a holder of a professional trapping licence who traps in a territory referred to in paragraph 4 of section 26 may use the bag limit granted to another holder of a professional trapping licence who gave him authorization to trap, inasmuch as the latter has not yet reached the bag limits established in the first and second paragraphs.

For the purposes of the second and fourth paragraphs, bears and lynxes captured by the assistant trappers of a holder of a professional trapping licence are counted as bears or lynxes captured by such holder of a professional trapping licence.”.

4. Schedules III and IV attached hereto are substituted for Schedules III and IV.

5. Schedules XV and XVI attached hereto are inserted after Schedule XIV to the Regulation.

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

SCHEDULE III

(ss. 17 and 19)

TRAPPING PERIODS IN FISHING, HUNTING AND TRAPPING AREAS

Areas/species	Black bear	Muskrat	Long-tailed weasel Least weasel Coyote Grey squirrel American red squirrel Ermine Wolf Striped skunk Raccoon Arctic fox (blue or white) Red fox (silver, cross or red)	Beaver Mink River otter	American marten Fisher	Lynx
1	15-05/30-06 18-10/15-12	01-11/30-04	18-10/01-03	01-11/01-03	01-11/31-12	15-11/15-12
2 except the part described in Schedule VI	15-05/30-06 18-10/15-12	25-10/30-04	18-10/01-03	25-10/01-03	01-11/31-12	15-11/15-12
3	15-05/30-06 25-10/15-12	25-10/30-04	25-10/01-03	25-10/01-03	25-10/31-01	—
4	15-05/30-06 25-10/15-12	25-10/15-04	25-10/01-03	15-11/01-03	25-10/31-01	—
5, 6, 7 except the part described in Schedule XII	15-05/30-06 25-10/15-12	25-10/15-04	25-10/01-03	15-11/01-03	25-10/31-01	—
8 except the part described in Schedule VII	15-05/30-06 25-10/15-12	25-10/15-04	25-10/01-03	08-11/01-03	08-11/31-01	—
9 except the part described in Schedule VIII	15-05/30-06 25-10/15-12	25-10/30-04	25-10/01-03	25-10/01-03	25-10/01-03	—
10 except the parts described in Schedules IX and XI	15-05/05-06 25-10/15-12	25-10/30-04	25-10/01-03	25-10/01-03	25-10/01-03	15-11/15-12
The part of Area 10 described in Schedule XI	15-05/05-06 25-10/15-12	25-10/25-11 01-03/15-04	25-10/01-03	25-10/01-03	25-10/01-03	—
11,15	15-05/30-06 25-10/15-12	25-10/30-04	25-10/01-03	25-10/01-03	25-10/01-03	01-12/31-12
12, 13, 14, 16	15-05/30-06 18-10/15-12	18-10/30-04	18-10/01-03	18-10/15-03	18-10/01-03	15-11/15-12
18 except the parts described in Schedules X and XIII	15-05/30-06 18-10/15-12	18-10/30-04	18-10/01-03	18-10/15-03	18-10/01-03	01-12/31-12
The southern part of Area 19 except the part described in Schedule XIV	15-05/30-06 15-09/15-11	11-10/15-05	11-10/01-03	11-10/15-03	11-10/01-03	15-12/15-01
20	—	01-11/30-04	01-11/01-03 (Note 2)	01-11/15-03 (Note 2)	—	—
21	15-05/30-06 18-10/15-12	18-10/30-04	18-10/01-03 (Note 1)	18-10/15-03	18-10/01-03	—

Note 1: In Area 21, (Îles-de-la-Madeleine), red fox (silver, cross or red) may be trapped from 1 December to 15 December.

Note 2: In Area 20, only river otter, beaver and red fox (silver, cross or red) may be trapped.

SCHEDULE IV

(ss. 17 and 19)

TRAPPING PERIODS IN WILDLIFE SANCTUARIES

Wildlife sanctuaries	Black bear	Muskrat	Long-tailed weasel Least weasel Coyote Grey squirrel American red squirrel Ermine Wolf Striped skunk Raccoon Arctic fox (blue or white) Red fox (silver, cross or red)	Beaver Mink River otter	American marten Fisher	Lynx
Aiguebelle	15-05/30-06 18-10/15-12	18-10/30-04	18-10/01-03	18-10/15-03	18-10/01-03	15-11/15-12
Chic-Chocs	18-10/15-12	01-11/30-04	18-10/01-03	01-11/01-03	01-11/31-12	15-11/15-12
Dunière	18-10/15-12	01-11/30-04	18-10/01-03	01-11/01-03	01-11/31-12	15-11/15-12
Laurentides	18-10/15-12	18-10/30-04	18-10/01-03	18-10/15-03	18-10/15-12	01-12/31-12
La Vérendrye	18-10/15-12	18-10/30-04	18-10/01-03	18-10/15-03	18-10/01-03	15-11/15-12
Mastigouche	25-10/15-12	25-10/30-04	25-10/01-03	25-10/01-03	25-10/01-03	01-12/31-12
Matane	18-10/15-12	01-11/30-04	18-10/01-03	01-11/01-03	01-11/31-12	15-11/15-12
Papineau-Labelle	15-05/05-06 25-10/15-12	25-10/30-04	25-10/01-03	25-10/01-03	15-11/01-12	15-11/15-12
Plaisance	—	25-10/25-11 01-03/15-04	—	25-10/25-11 (Note 1)	—	—
Port-Daniel	15-05/30-06 18-10/15-12	01-11/30-04	18-10/01-03	01-11/01-03	01-11/31-12	15-11/15-12
Portneuf	25-10/15-12	25-10/30-04	25-10/01-03	25-10/01-03	25-10/01-03	01-12/31-12
Rimouski	18-10/15-12	25-10/30-04	18-10/01-03	25-10/01-03	01-11/31-12	15-11/15-12
Rouge-Matawin	15-05/30-06 25-10/15-12	25-10/30-04	25-10/01-03	25-10/01-03	25-10/01-03	01-12/31-12
Saint-Maurice	25-10/15-12	25-10/30-04	25-10/01-03	25-10/01-03	25-10/01-03	01-12/31-12
Sept-Îles – Port-Cartier	15-05/30-06 11-10/15-11	11-10/15-05	11-10/01-03	11-10/15-03	11-10/01-03	15-12/15-01

Note 1: In the Plaisance Wildlife Sanctuary, only mink and beaver may be trapped.

Draft Regulations

Draft Regulation

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

Table of gross annual income from suitable employments for 1999

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the draft of the "Regulation respecting the table of gross annual income from suitable employments for 1999", the text of which appears below, may be made by the Commission de la santé et de la sécurité du travail upon the expiry of 45 days following this publication.

The purpose of the draft regulation is to index the table of gross annual income from suitable employments for 1999 on the basis of the minimum wage in force on 1 January 1999 and of the Maximum Yearly Insurable Earnings determined under section 66 of the Act respecting industrial accidents and occupational diseases (R.S.Q., c. A-3.001).

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

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

— there is no significant impact on businesses.

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

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

TREFFLÉ LACOMBE,
*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 1999

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 1999 is as follows:

Bracket	Lower limit	Higher limit
1. from	\$15,110	to less than \$16,000
2. "	\$16,000	" \$18,000
3. "	\$18,000	" \$21,000
4. "	\$21,000	" \$24,000
5. "	\$24,000	" \$27,000
6. "	\$27,000	" \$30,000
7. "	\$30,000	" \$33,000
8. "	\$33,000	" \$36,000
9. "	\$36,000	" \$39,000
10. "	\$39,000	" \$42,000
11. "	42,000	" \$45,000
12. "	\$45,000	" \$48,000
13. "	\$48,000	" \$50,500
14. "	\$50,500	or more

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

Draft Regulation

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

Table of income replacement indemnities for 1999

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the draft of the Regulation respecting the table of income replacement indemnities for 1999, the text of which appears below, may be made by the Commission de la santé et de la sécurité du travail upon the expiry of 45 days following this publication.

The purpose of the draft regulation is to index the table of income replacement indemnities on the basis of the changes made to income tax payable under the Taxation Act (R.S.Q., c. I-3) and under the Income Tax Act (R.S.C., 1985, c. I, 5th Supp.), to the employee's premium payable under the Employment Insurance Act (1996, c. 23) and to the contribution payable by the worker under the Act respecting the Québec Pension Plan (R.S.Q., c. R-9). Its purpose is also to index the maximum income replacement indemnity for 1999 on the basis of the Maximum Yearly Insurable Earnings determined under section 66 of the Act respecting industrial accidents and occupational diseases (R.S.Q., c. A-3.001).

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

— like any other worker receiving a salary in 1999, a worker receiving an income replacement indemnity will have his net income indexed on the basis of the changes made to the Income Tax Regulation, the Employment Insurance Act and the Québec Pension Plan;

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

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

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

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

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

TREFFLÉ LACOMBE,
*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 1999

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 \$50,500 for the year 1999.

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 1999) Worker with dependent spouse Number of dependents (including spouse)				
	1	2	3	4	5 or more
100	87.57	87.57	87.57	87.57	87.57
200	175.14	175.14	175.14	175.14	175.14
300	262.71	262.71	262.71	262.71	262.71
400	350.28	350.28	350.28	350.28	350.28
500	437.85	437.85	437.85	437.85	437.85
600	525.42	525.42	525.42	525.42	525.42
700	612.99	612.99	612.99	612.99	612.99
800	700.56	700.56	700.56	700.56	700.56
900	788.13	788.13	788.13	788.13	788.13
1 000	875.70	875.70	875.70	875.70	875.70
1 100	963.27	963.27	963.27	963.27	963.27
1 200	1,050.84	1,050.84	1,050.84	1,050.84	1,050.84
1 300	1,138.41	1,138.41	1,138.41	1,138.41	1,138.41
1 400	1,225.98	1,225.98	1,225.98	1,225.98	1,225.98
1 500	1,313.55	1,313.55	1,313.55	1,313.55	1,313.55
1 600	1,401.12	1,401.12	1,401.12	1,401.12	1,401.12
1 700	1,488.69	1,488.69	1,488.69	1,488.69	1,488.69
1 800	1,576.26	1,576.26	1,576.26	1,576.26	1,576.26
1 900	1,663.83	1,663.83	1,663.83	1,663.83	1,663.83
2 000	1,751.40	1,751.40	1,751.40	1,751.40	1,751.40
2 100	1,838.97	1,838.97	1,838.97	1,838.97	1,838.97
2 200	1,926.54	1,926.54	1,926.54	1,926.54	1,926.54
2 300	2,014.11	2,014.11	2,014.11	2,014.11	2,014.11
2 400	2,101.68	2,101.68	2,101.68	2,101.68	2,101.68
2 500	2,189.25	2,189.25	2,189.25	2,189.25	2,189.25
2 600	2,276.82	2,276.82	2,276.82	2,276.82	2,276.82
2 700	2,364.39	2,364.39	2,364.39	2,364.39	2,364.39
2 800	2,451.96	2,451.96	2,451.96	2,451.96	2,451.96
2 900	2,539.53	2,539.53	2,539.53	2,539.53	2,539.53
3 000	2,627.10	2,627.10	2,627.10	2,627.10	2,627.10
3 100	2,714.67	2,714.67	2,714.67	2,714.67	2,714.67
3 200	2,802.24	2,802.24	2,802.24	2,802.24	2,802.24
3 300	2,889.81	2,889.81	2,889.81	2,889.81	2,889.81
3 400	2,977.38	2,977.38	2,977.38	2,977.38	2,977.38
3 500	3,064.95	3,064.95	3,064.95	3,064.95	3,064.95
3 600	3,149.37	3,149.37	3,149.37	3,149.37	3,149.37
3 700	3,233.79	3,233.79	3,233.79	3,233.79	3,233.79
3 800	3,318.21	3,318.21	3,318.21	3,318.21	3,318.21
3 900	3,402.63	3,402.63	3,402.63	3,402.63	3,402.63
4 000	3,487.05	3,487.05	3,487.05	3,487.05	3,487.05
4 100	3,571.47	3,571.47	3,571.47	3,571.47	3,571.47
4 200	3,655.89	3,655.89	3,655.89	3,655.89	3,655.89
4 300	3,740.31	3,740.31	3,740.31	3,740.31	3,740.31
4 400	3,824.73	3,824.73	3,824.73	3,824.73	3,824.73
4 500	3,909.15	3,909.15	3,909.15	3,909.15	3,909.15
4 600	3,993.57	3,993.57	3,993.57	3,993.57	3,993.57
4 700	4,077.99	4,077.99	4,077.99	4,077.99	4,077.99
4 800	4,162.41	4,162.41	4,162.41	4,162.41	4,162.41
4 900	4,246.83	4,246.83	4,246.83	4,246.83	4,246.83
5 000	4,331.25	4,331.25	4,331.25	4,331.25	4,331.25
5 100	4,415.67	4,415.67	4,415.67	4,415.67	4,415.67

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Worker with dependent spouse Number of dependents (including spouse)				
	1	2	3	4	5 or more
5 200	4,500.09	4,500.09	4,500.09	4,500.09	4,500.09
5 300	4,584.51	4,584.51	4,584.51	4,584.51	4,584.51
5 400	4,668.93	4,668.93	4,668.93	4,668.93	4,668.93
5 500	4,753.35	4,753.35	4,753.35	4,753.35	4,753.35
5 600	4,837.77	4,837.77	4,837.77	4,837.77	4,837.77
5 700	4,922.19	4,922.19	4,922.19	4,922.19	4,922.19
5 800	5,006.61	5,006.61	5,006.61	5,006.61	5,006.61
5 900	5,091.03	5,091.03	5,091.03	5,091.03	5,091.03
6 000	5,175.45	5,175.45	5,175.45	5,175.45	5,175.45
6 100	5,259.87	5,259.87	5,259.87	5,259.87	5,259.87
6 200	5,344.29	5,344.29	5,344.29	5,344.29	5,344.29
6 300	5,428.71	5,428.71	5,428.71	5,428.71	5,428.71
6 400	5,513.13	5,513.13	5,513.13	5,513.13	5,513.13
6 500	5,597.55	5,597.55	5,597.55	5,597.55	5,597.55
6 600	5,681.97	5,681.97	5,681.97	5,681.97	5,681.97
6 700	5,766.39	5,766.39	5,766.39	5,766.39	5,766.39
6 800	5,850.81	5,850.81	5,850.81	5,850.81	5,850.81
6 900	5,935.23	5,935.23	5,935.23	5,935.23	5,935.23
7 000	6,019.65	6,019.65	6,019.65	6,019.65	6,019.65
7 100	6,104.07	6,104.07	6,104.07	6,104.07	6,104.07
7 200	6,188.49	6,188.49	6,188.49	6,188.49	6,188.49
7 300	6,272.91	6,272.91	6,272.91	6,272.91	6,272.91
7 400	6,357.33	6,357.33	6,357.33	6,357.33	6,357.33
7 500	6,441.75	6,441.75	6,441.75	6,441.75	6,441.75
7 600	6,526.17	6,526.17	6,526.17	6,526.17	6,526.17
7 700	6,610.59	6,610.59	6,610.59	6,610.59	6,610.59
7 800	6,695.01	6,695.01	6,695.01	6,695.01	6,695.01
7 900	6,779.43	6,779.43	6,779.43	6,779.43	6,779.43
8 000	6,863.85	6,863.85	6,863.85	6,863.85	6,863.85
8 100	6,948.27	6,948.27	6,948.27	6,948.27	6,948.27
8 200	7,032.69	7,032.69	7,032.69	7,032.69	7,032.69
8 300	7,117.11	7,117.11	7,117.11	7,117.11	7,117.11
8 400	7,201.53	7,201.53	7,201.53	7,201.53	7,201.53
8 500	7,285.95	7,285.95	7,285.95	7,285.95	7,285.95
8 600	7,370.37	7,370.37	7,370.37	7,370.37	7,370.37
8 700	7,454.79	7,454.79	7,454.79	7,454.79	7,454.79
8 800	7,539.21	7,539.21	7,539.21	7,539.21	7,539.21
8 900	7,623.63	7,623.63	7,623.63	7,623.63	7,623.63
9 000	7,708.05	7,708.05	7,708.05	7,708.05	7,708.05
9 100	7,792.47	7,792.47	7,792.47	7,792.47	7,792.47
9 200	7,876.89	7,876.89	7,876.89	7,876.89	7,876.89
9 300	7,961.31	7,961.31	7,961.31	7,961.31	7,961.31
9 400	8,045.73	8,045.73	8,045.73	8,045.73	8,045.73
9 500	8,130.15	8,130.15	8,130.15	8,130.15	8,130.15
9 600	8,214.57	8,214.57	8,214.57	8,214.57	8,214.57
9 700	8,298.99	8,298.99	8,298.99	8,298.99	8,298.99
9 800	8,383.41	8,383.41	8,383.41	8,383.41	8,383.41
9 900	8,467.83	8,467.83	8,467.83	8,467.83	8,467.83
10 000	8,552.25	8,552.25	8,552.25	8,552.25	8,552.25
10 100	8,636.67	8,636.67	8,636.67	8,636.67	8,636.67
10 200	8,721.09	8,721.09	8,721.09	8,721.09	8,721.09

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Worker with dependent spouse Number of dependents (including spouse)				
	1	2	3	4	5 or more
10 300	8,805.51	8,805.51	8,805.51	8,805.51	8,805.51
10 400	8,889.93	8,889.93	8,889.93	8,889.93	8,889.93
10 500	8,974.35	8,974.35	8,974.35	8,974.35	8,974.35
10 600	9,058.77	9,058.77	9,058.77	9,058.77	9,058.77
10 700	9,143.19	9,143.19	9,143.19	9,143.19	9,143.19
10 800	9,227.61	9,227.61	9,227.61	9,227.61	9,227.61
10 900	9,312.03	9,312.03	9,312.03	9,312.03	9,312.03
11 000	9,396.45	9,396.45	9,396.45	9,396.45	9,396.45
11 100	9,480.87	9,480.87	9,480.87	9,480.87	9,480.87
11 200	9,565.29	9,565.29	9,565.29	9,565.29	9,565.29
11 300	9,649.71	9,649.71	9,649.71	9,649.71	9,649.71
11 400	9,734.13	9,734.13	9,734.13	9,734.13	9,734.13
11 500	9,818.55	9,818.55	9,818.55	9,818.55	9,818.55
11 600	9,902.97	9,902.97	9,902.97	9,902.97	9,902.97
11 700	9,987.39	9,987.39	9,987.39	9,987.39	9,987.39
11 800	10,071.81	10,071.81	10,071.81	10,071.81	10,071.81
11 900	10,156.23	10,156.23	10,156.23	10,156.23	10,156.23
12 000	10,240.65	10,240.65	10,240.65	10,240.65	10,240.65
12 100	10,325.07	10,325.07	10,325.07	10,325.07	10,325.07
12 200	10,409.49	10,409.49	10,409.49	10,409.49	10,409.49
12 300	10,493.91	10,493.91	10,493.91	10,493.91	10,493.91
12 400	10,578.33	10,578.33	10,578.33	10,578.33	10,578.33
12 500	10,662.75	10,662.75	10,662.75	10,662.75	10,662.75
12 600	10,747.17	10,747.17	10,747.17	10,747.17	10,747.17
12 700	10,831.59	10,831.59	10,831.59	10,831.59	10,831.59
12 800	10,916.01	10,916.01	10,916.01	10,916.01	10,916.01
12 900	11,000.43	11,000.43	11,000.43	11,000.43	11,000.43
13 000	11,084.85	11,084.85	11,084.85	11,084.85	11,084.85
13 100	11,169.27	11,169.27	11,169.27	11,169.27	11,169.27
13 200	11,253.69	11,253.69	11,253.69	11,253.69	11,253.69
13 300	11,338.11	11,338.11	11,338.11	11,338.11	11,338.11
13 400	11,422.53	11,422.53	11,422.53	11,422.53	11,422.53
13 500	11,506.95	11,506.95	11,506.95	11,506.95	11,506.95
13 600	11,585.84	11,585.84	11,585.84	11,585.84	11,585.84
13 700	11,658.27	11,658.27	11,658.27	11,658.27	11,658.27
13 800	11,730.71	11,730.71	11,730.71	11,730.71	11,730.71
13 900	11,803.15	11,803.15	11,803.15	11,803.15	11,803.15
14 000	11,875.13	11,875.13	11,875.13	11,875.13	11,875.13
14 100	11,947.06	11,947.06	11,947.06	11,947.06	11,947.06
14 200	12,018.99	12,018.99	12,018.99	12,018.99	12,018.99
14 300	12,090.91	12,090.91	12,090.91	12,090.91	12,090.91
14 400	12,162.84	12,162.84	12,162.84	12,162.84	12,162.84
14 500	12,234.76	12,234.76	12,234.76	12,234.76	12,234.76
14 600	12,306.69	12,306.69	12,306.69	12,306.69	12,306.69
14 700	12,378.61	12,378.61	12,378.61	12,378.61	12,378.61
14 800	12,450.54	12,450.54	12,450.54	12,450.54	12,450.54
14 900	12,522.46	12,522.46	12,522.46	12,522.46	12,522.46
15 000	12,594.39	12,594.39	12,594.39	12,594.39	12,594.39
15 100	12,666.32	12,666.32	12,666.32	12,666.32	12,666.32
15 200	12,738.24	12,738.24	12,738.24	12,738.24	12,738.24
15 300	12,810.17	12,810.17	12,810.17	12,810.17	12,810.17

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Worker with dependent spouse Number of dependents (including spouse)				
	1	2	3	4	5 or more
15 400	12,882.09	12,882.09	12,882.09	12,882.09	12,882.09
15 500	12,954.02	12,954.02	12,954.02	12,954.02	12,954.02
15 600	13,025.94	13,025.94	13,025.94	13,025.94	13,025.94
15 700	13,097.87	13,097.87	13,097.87	13,097.87	13,097.87
15 800	13,169.79	13,169.79	13,169.79	13,169.79	13,169.79
15 900	13,241.72	13,241.72	13,241.72	13,241.72	13,241.72
16 000	13,313.65	13,313.65	13,313.65	13,313.65	13,313.65
16 100	13,385.57	13,385.57	13,385.57	13,385.57	13,385.57
16 200	13,457.50	13,457.50	13,457.50	13,457.50	13,457.50
16 300	13,529.42	13,529.42	13,529.42	13,529.42	13,529.42
16 400	13,601.35	13,601.35	13,601.35	13,601.35	13,601.35
16 500	13,673.27	13,673.27	13,673.27	13,673.27	13,673.27
16 600	13,745.20	13,745.20	13,745.20	13,745.20	13,745.20
16 700	13,817.12	13,817.12	13,817.12	13,817.12	13,817.12
16 800	13,889.05	13,889.05	13,889.05	13,889.05	13,889.05
16 900	13,960.98	13,960.98	13,960.98	13,960.98	13,960.98
17 000	14,032.90	14,032.90	14,032.90	14,032.90	14,032.90
17 100	14,104.83	14,104.83	14,104.83	14,104.83	14,104.83
17 200	14,176.75	14,176.75	14,176.75	14,176.75	14,176.75
17 300	14,248.68	14,248.68	14,248.68	14,248.68	14,248.68
17 400	14,320.60	14,320.60	14,320.60	14,320.60	14,320.60
17 500	14,392.53	14,392.53	14,392.53	14,392.53	14,392.53
17 600	14,464.46	14,464.46	14,464.46	14,464.46	14,464.46
17 700	14,536.38	14,536.38	14,536.38	14,536.38	14,536.38
17 800	14,608.31	14,608.31	14,608.31	14,608.31	14,608.31
17 900	14,680.23	14,680.23	14,680.23	14,680.23	14,680.23
18 000	14,752.16	14,752.16	14,752.16	14,752.16	14,752.16
18 100	14,824.08	14,824.08	14,824.08	14,824.08	14,824.08
18 200	14,896.01	14,896.01	14,896.01	14,896.01	14,896.01
18 300	14,967.93	14,967.93	14,967.93	14,967.93	14,967.93
18 400	15,039.86	15,039.86	15,039.86	15,039.86	15,039.86
18 500	15,111.79	15,111.79	15,111.79	15,111.79	15,111.79
18 600	15,183.71	15,183.71	15,183.71	15,183.71	15,183.71
18 700	15,255.64	15,255.64	15,255.64	15,255.64	15,255.64
18 800	15,327.56	15,327.56	15,327.56	15,327.56	15,327.56
18 900	15,399.49	15,399.49	15,399.49	15,399.49	15,399.49
19 000	15,466.90	15,471.41	15,471.41	15,471.41	15,471.41
19 100	15,520.77	15,543.34	15,543.34	15,543.34	15,543.34
19 200	15,574.64	15,615.26	15,615.26	15,615.26	15,615.26
19 300	15,628.51	15,687.19	15,687.19	15,687.19	15,687.19
19 400	15,682.39	15,759.12	15,759.12	15,759.12	15,759.12
19 500	15,736.26	15,831.04	15,831.04	15,831.04	15,831.04
19 600	15,790.13	15,902.97	15,902.97	15,902.97	15,902.97
19 700	15,844.00	15,974.89	15,974.89	15,974.89	15,974.89
19 800	15,897.87	16,046.82	16,046.82	16,046.82	16,046.82
19 900	15,951.74	16,118.74	16,118.74	16,118.74	16,118.74
20 000	16,005.61	16,190.67	16,190.67	16,190.67	16,190.67
20 100	16,059.49	16,262.59	16,262.59	16,262.59	16,262.59
20 200	16,113.36	16,334.52	16,334.52	16,334.52	16,334.52
20 300	16,167.23	16,406.45	16,406.45	16,406.45	16,406.45
20 400	16,221.10	16,478.37	16,478.37	16,478.37	16,478.37

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Worker with dependent spouse Number of dependents (including spouse)				
	1	2	3	4	5 or more
20 500	16,274.97	16,550.30	16,550.30	16,550.30	16,550.30
20 600	16,328.84	16,622.22	16,622.22	16,622.22	16,622.22
20 700	16,382.72	16,694.15	16,694.15	16,694.15	16,694.15
20 800	16,436.59	16,766.07	16,766.07	16,766.07	16,766.07
20 900	16,490.46	16,838.00	16,838.00	16,838.00	16,838.00
21 000	16,544.33	16,909.92	16,909.92	16,909.92	16,909.92
21 100	16,598.20	16,981.85	16,981.85	16,981.85	16,981.85
21 200	16,652.07	17,053.78	17,053.78	17,053.78	17,053.78
21 300	16,705.95	17,125.70	17,125.70	17,125.70	17,125.70
21 400	16,759.82	17,197.63	17,197.63	17,197.63	17,197.63
21 500	16,813.69	17,269.55	17,269.55	17,269.55	17,269.55
21 600	16,867.56	17,341.48	17,341.48	17,341.48	17,341.48
21 700	16,921.43	17,413.40	17,413.40	17,413.40	17,413.40
21 800	16,975.30	17,485.33	17,485.33	17,485.33	17,485.33
21 900	17,029.17	17,557.25	17,557.25	17,557.25	17,557.25
22 000	17,083.05	17,629.18	17,629.18	17,629.18	17,629.18
22 100	17,136.92	17,701.11	17,701.11	17,701.11	17,701.11
22 200	17,190.79	17,773.03	17,773.03	17,773.03	17,773.03
22 300	17,244.66	17,844.96	17,844.96	17,844.96	17,844.96
22 400	17,298.53	17,916.88	17,916.88	17,916.88	17,916.88
22 500	17,352.40	17,988.81	17,988.81	17,988.81	17,988.81
22 600	17,406.28	18,060.73	18,060.73	18,060.73	18,060.73
22 700	17,460.15	18,132.66	18,132.66	18,132.66	18,132.66
22 800	17,514.02	18,204.58	18,204.58	18,204.58	18,204.58
22 900	17,567.89	18,276.51	18,276.51	18,276.51	18,276.51
23 000	17,621.76	18,348.44	18,348.44	18,348.44	18,348.44
23 100	17,675.63	18,420.36	18,420.36	18,420.36	18,420.36
23 200	17,729.50	18,492.29	18,492.29	18,492.29	18,492.29
23 300	17,783.38	18,564.21	18,564.21	18,564.21	18,564.21
23 400	17,837.25	18,636.14	18,636.14	18,636.14	18,636.14
23 500	17,891.12	18,708.06	18,708.06	18,708.06	18,708.06
23 600	17,944.99	18,779.99	18,779.99	18,779.99	18,779.99
23 700	17,998.86	18,851.91	18,851.91	18,851.91	18,851.91
23 800	18,052.73	18,923.84	18,923.84	18,923.84	18,923.84
23 900	18,106.61	18,995.77	18,995.77	18,995.77	18,995.77
24 000	18,160.48	19,067.69	19,067.69	19,067.69	19,067.69
24 100	18,214.35	19,139.62	19,139.62	19,139.62	19,139.62
24 200	18,268.22	19,211.54	19,211.54	19,211.54	19,211.54
24 300	18,322.09	19,283.47	19,283.47	19,283.47	19,283.47
24 400	18,375.96	19,355.39	19,355.39	19,355.39	19,355.39
24 500	18,429.84	19,427.32	19,427.32	19,427.32	19,427.32
24 600	18,483.71	19,499.24	19,499.24	19,499.24	19,499.24
24 700	18,537.58	19,571.17	19,571.17	19,571.17	19,571.17
24 800	18,591.45	19,643.10	19,643.10	19,643.10	19,643.10
24 900	18,645.32	19,715.02	19,715.02	19,715.02	19,715.02
25 000	18,699.19	19,786.95	19,786.95	19,786.95	19,786.95
25 100	18,750.36	19,858.87	19,858.87	19,858.87	19,858.87
25 200	18,801.52	19,930.80	19,930.80	19,930.80	19,930.80
25 300	18,852.68	20,002.72	20,002.72	20,002.72	20,002.72
25 400	18,903.85	20,074.65	20,074.65	20,074.65	20,074.65
25 500	18,955.01	20,146.57	20,146.57	20,146.57	20,146.57

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Worker with dependent spouse Number of dependents (including spouse)				
	1	2	3	4	5 or more
25 600	19,006.17	20,218.50	20,218.50	20,218.50	20,218.50
25 700	19,057.34	20,290.43	20,290.43	20,290.43	20,290.43
25 800	19,108.50	20,362.35	20,362.35	20,362.35	20,362.35
25 900	19,159.66	20,434.28	20,434.28	20,434.28	20,434.28
26 000	19,210.83	20,506.20	20,506.20	20,506.20	20,506.20
26 100	19,261.99	20,578.13	20,578.13	20,578.13	20,578.13
26 200	19,313.15	20,650.05	20,650.05	20,650.05	20,650.05
26 300	19,364.32	20,721.98	20,721.98	20,721.98	20,721.98
26 400	19,415.48	20,793.90	20,793.90	20,793.90	20,793.90
26 500	19,466.64	20,865.83	20,865.83	20,865.83	20,865.83
26 600	19,517.81	20,937.76	20,937.76	20,937.76	20,937.76
26 700	19,568.97	21,009.68	21,009.68	21,009.68	21,009.68
26 800	19,620.14	21,081.61	21,081.61	21,081.61	21,081.61
26 900	19,671.30	21,153.53	21,153.53	21,153.53	21,153.53
27 000	19,722.46	21,225.46	21,225.46	21,225.46	21,225.46
27 100	19,773.63	21,297.38	21,297.38	21,297.38	21,297.38
27 200	19,824.79	21,369.31	21,369.31	21,369.31	21,369.31
27 300	19,875.95	21,441.23	21,441.23	21,441.23	21,441.23
27 400	19,927.12	21,513.16	21,513.16	21,513.16	21,513.16
27 500	19,978.28	21,585.09	21,585.09	21,585.09	21,585.09
27 600	20,029.44	21,657.01	21,657.01	21,657.01	21,657.01
27 700	20,080.61	21,728.94	21,728.94	21,728.94	21,728.94
27 800	20,131.77	21,800.86	21,800.86	21,800.86	21,800.86
27 900	20,182.93	21,872.79	21,872.79	21,872.79	21,872.79
28 000	20,234.10	21,944.71	21,944.71	21,944.71	21,944.71
28 100	20,285.26	22,016.64	22,016.64	22,016.64	22,016.64
28 200	20,336.42	22,088.56	22,088.56	22,088.56	22,088.56
28 300	20,387.59	22,156.88	22,156.88	22,156.88	22,156.88
28 400	20,438.75	22,202.63	22,202.63	22,202.63	22,202.63
28 500	20,489.91	22,248.37	22,248.37	22,248.37	22,248.37
28 600	20,541.08	22,294.12	22,294.12	22,294.12	22,294.12
28 700	20,592.24	22,339.87	22,339.87	22,339.87	22,339.87
28 800	20,643.40	22,385.62	22,385.62	22,385.62	22,385.62
28 900	20,694.57	22,431.36	22,431.36	22,431.36	22,431.36
29 000	20,745.73	22,477.11	22,477.11	22,477.11	22,477.11
29 100	20,796.89	22,522.86	22,522.86	22,522.86	22,522.86
29 200	20,848.06	22,568.60	22,568.60	22,568.60	22,568.60
29 300	20,899.22	22,614.35	22,614.35	22,614.35	22,614.35
29 400	20,950.39	22,660.10	22,660.10	22,660.10	22,660.10
29 500	21,001.55	22,705.85	22,705.85	22,705.85	22,705.85
29 600	21,052.04	22,750.92	22,750.92	22,750.92	22,750.92
29 700	21,096.44	22,789.90	22,789.90	22,789.90	22,789.90
29 800	21,140.84	22,828.88	22,828.88	22,828.88	22,828.88
29 900	21,185.24	22,867.87	22,867.87	22,867.87	22,867.87
30 000	21,229.64	22,906.85	22,906.85	22,906.85	22,906.85
30 100	21,274.04	22,945.84	22,945.84	22,945.84	22,945.84
30 200	21,318.44	22,984.82	22,984.82	22,984.82	22,984.82
30 300	21,362.84	23,023.80	23,023.80	23,023.80	23,023.80
30 400	21,407.24	23,062.79	23,062.79	23,062.79	23,062.79
30 500	21,451.64	23,101.77	23,101.77	23,101.77	23,101.77

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Worker with dependent spouse Number of dependents (including spouse)				
	1	2	3	4	5 or more
30 600	21,496.04	23,140.75	23,639.05	23,746.47	23,746.47
30 700	21,540.44	23,179.74	23,678.03	23,811.63	23,811.63
30 800	21,584.84	23,218.72	23,717.01	23,876.79	23,876.79
30 900	21,629.24	23,257.71	23,756.00	23,941.95	23,941.95
31 000	21,673.64	23,296.69	23,794.98	24,007.11	24,007.11
31 100	21,718.04	23,335.67	23,833.96	24,072.28	24,072.28
31 200	21,762.44	23,374.66	23,872.95	24,137.44	24,137.44
31 300	21,806.84	23,413.64	23,911.93	24,202.60	24,202.60
31 400	21,851.24	23,452.62	23,950.92	24,267.76	24,267.76
31 500	21,895.64	23,491.61	23,989.90	24,332.93	24,332.93
31 600	21,940.04	23,530.59	24,028.88	24,398.09	24,398.09
31 700	21,984.44	23,569.58	24,067.87	24,463.25	24,463.25
31 800	22,028.84	23,608.56	24,106.85	24,528.41	24,528.41
31 900	22,073.24	23,647.54	24,145.83	24,593.57	24,593.57
32 000	22,117.63	23,686.53	24,184.82	24,658.74	24,658.74
32 100	22,162.03	23,725.51	24,223.80	24,722.09	24,723.90
32 200	22,206.43	23,764.50	24,262.79	24,761.08	24,789.06
32 300	22,250.83	23,803.48	24,301.77	24,800.06	24,854.22
32 400	22,295.23	23,842.46	24,340.75	24,839.04	24,919.38
32 500	22,339.63	23,881.45	24,379.74	24,878.03	24,984.55
32 600	22,384.03	23,920.43	24,418.72	24,917.01	25,049.71
32 700	22,428.43	23,959.41	24,457.70	24,955.99	25,114.87
32 800	22,472.83	23,998.40	24,496.69	24,994.98	25,180.03
32 900	22,517.23	24,037.38	24,535.67	25,033.96	25,245.19
33 000	22,561.63	24,076.37	24,574.66	25,072.95	25,310.36
33 100	22,606.03	24,115.35	24,613.64	25,111.93	25,375.52
33 200	22,650.43	24,154.33	24,652.62	25,150.91	25,440.68
33 300	22,694.83	24,193.32	24,691.61	25,189.90	25,505.84
33 400	22,739.23	24,232.30	24,730.59	25,228.88	25,571.00
33 500	22,783.63	24,271.28	24,769.57	25,267.86	25,636.17
33 600	22,828.03	24,310.27	24,808.56	25,306.85	25,701.33
33 700	22,872.43	24,349.25	24,847.54	25,345.83	25,766.49
33 800	22,916.83	24,388.24	24,886.53	25,384.82	25,831.65
33 900	22,961.23	24,427.22	24,925.51	25,423.80	25,896.81
34 000	23,005.63	24,466.20	24,964.49	25,462.78	25,961.07
34 100	23,050.03	24,505.19	25,003.48	25,501.77	26,000.06
34 200	23,094.43	24,544.17	25,042.46	25,540.75	26,039.04
34 300	23,138.83	24,583.15	25,081.44	25,579.73	26,078.03
34 400	23,183.23	24,622.14	25,120.43	25,618.72	26,117.01
34 500	23,227.63	24,661.12	25,159.41	25,657.70	26,155.99
34 600	23,272.03	24,700.11	25,198.40	25,696.69	26,194.98
34 700	23,316.43	24,739.09	25,237.38	25,735.67	26,233.96
34 800	23,360.83	24,778.07	25,276.36	25,774.65	26,272.94
34 900	23,405.23	24,817.06	25,315.35	25,813.64	26,311.93
35 000	23,449.63	24,856.04	25,354.33	25,852.62	26,350.91
35 100	23,494.03	24,895.02	25,393.31	25,891.60	26,389.90
35 200	23,538.43	24,934.01	25,432.30	25,930.59	26,428.88
35 300	23,582.83	24,972.99	25,471.28	25,969.57	26,467.86
35 400	23,627.23	25,011.98	25,510.27	26,008.56	26,506.85
35 500	23,671.63	25,050.96	25,549.25	26,047.54	26,545.83

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Worker with dependent spouse Number of dependents (including spouse)				
	1	2	3	4	5 or more
	35 600	23,716.03	25,089.94	25,588.23	26,086.52
35 700	23,760.43	25,128.93	25,627.22	26,125.51	26,623.80
35 800	23,804.83	25,167.91	25,666.20	26,164.49	26,662.78
35 900	23,849.23	25,206.89	25,705.18	26,203.48	26,701.77
36 000	23,893.63	25,245.88	25,744.17	26,242.46	26,740.75
36 100	23,938.03	25,284.86	25,783.15	26,281.44	26,779.73
36 200	23,982.43	25,323.85	25,822.14	26,320.43	26,818.72
36 300	24,026.83	25,362.83	25,861.12	26,359.41	26,857.70
36 400	24,071.23	25,401.81	25,900.10	26,398.39	26,896.68
36 500	24,115.63	25,440.80	25,939.09	26,437.38	26,935.67
36 600	24,160.03	25,479.78	25,978.07	26,476.36	26,974.65
36 700	24,204.43	25,518.76	26,017.05	26,515.35	27,013.64
36 800	24,248.83	25,557.75	26,056.04	26,554.33	27,052.62
36 900	24,293.23	25,596.73	26,095.02	26,593.31	27,091.60
37 000	24,340.34	25,638.42	26,136.71	26,635.00	27,133.29
37 100	24,387.44	25,680.11	26,178.40	26,676.69	27,174.98
37 200	24,434.54	25,721.79	26,220.08	26,718.37	27,216.66
37 300	24,481.64	25,763.48	26,261.77	26,760.06	27,258.35
37 400	24,528.75	25,805.16	26,303.46	26,801.75	27,300.04
37 500	24,575.85	25,846.85	26,345.14	26,843.43	27,341.72
37 600	24,622.95	25,888.54	26,386.83	26,885.12	27,383.41
37 700	24,670.06	25,930.22	26,428.52	26,926.81	27,425.10
37 800	24,717.16	25,971.91	26,470.20	26,968.49	27,466.78
37 900	24,764.26	26,013.60	26,511.89	27,010.18	27,508.47
38 000	24,811.36	26,055.28	26,553.58	27,051.87	27,550.16
38 100	24,858.47	26,096.97	26,595.26	27,093.55	27,591.84
38 200	24,905.57	26,138.66	26,636.95	27,135.24	27,633.53
38 300	24,952.67	26,180.34	26,678.63	27,176.93	27,675.22
38 400	24,999.78	26,222.03	26,720.32	27,218.61	27,716.90
38 500	25,046.88	26,263.72	26,762.01	27,260.30	27,758.59
38 600	25,093.98	26,305.40	26,803.69	27,301.99	27,800.28
38 700	25,141.08	26,347.09	26,845.38	27,343.67	27,841.96
38 800	25,188.19	26,388.78	26,887.07	27,385.36	27,883.65
38 900	25,235.29	26,430.46	26,928.75	27,427.05	27,925.34
39 000	25,282.84	26,472.60	26,970.89	27,468.18	27,967.47
39 100	25,332.54	26,516.88	27,015.17	27,513.46	28,011.75
39 200	25,382.24	26,561.17	27,059.46	27,557.75	28,056.04
39 300	25,431.94	26,605.45	27,103.74	27,602.03	28,100.32
39 400	25,481.64	26,649.73	27,148.02	27,646.31	28,144.60
39 500	25,531.34	26,694.01	27,192.30	27,690.59	28,188.89
39 600	25,581.04	26,738.30	27,236.59	27,734.88	28,233.17
39 700	25,630.73	26,782.58	27,280.87	27,779.16	28,277.45
39 800	25,680.43	26,826.86	27,325.15	27,823.44	28,321.73
39 900	25,730.13	26,871.14	27,369.44	27,867.73	28,366.02
40 000	25,779.83	26,915.43	27,413.72	27,912.01	28,410.30
40 100	25,829.53	26,959.71	27,458.00	27,956.29	28,454.58
40 200	25,879.23	27,003.99	27,502.28	28,000.57	28,498.86
40 300	25,928.93	27,048.28	27,546.57	28,044.86	28,543.15
40 400	25,978.63	27,092.56	27,590.85	28,089.14	28,587.43
40 500	26,028.33	27,136.84	27,635.13	28,133.42	28,631.71

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Worker with dependent spouse Number of dependents (including spouse)				
	1	2	3	4	5 or more
40 600	26,078.02	27,181.12	27,679.41	28,177.70	28,675.99
40 700	26,127.72	27,225.41	27,723.70	28,221.99	28,720.28
40 800	26,177.42	27,269.69	27,767.98	28,266.27	28,764.56
40 900	26,227.12	27,313.97	27,812.26	28,310.55	28,808.84
41 000	26,276.82	27,358.25	27,856.54	28,354.84	28,853.13
41 100	26,326.52	27,402.54	27,900.83	28,399.12	28,897.41
41 200	26,376.22	27,446.82	27,945.11	28,443.40	28,941.69
41 300	26,425.92	27,491.10	27,989.39	28,487.68	28,985.97
41 400	26,475.62	27,535.39	28,033.68	28,531.97	29,030.26
41 500	26,525.31	27,579.67	28,077.96	28,576.25	29,074.54
41 600	26,575.01	27,623.95	28,122.24	28,620.53	29,118.82
41 700	26,624.71	27,668.23	28,166.52	28,664.81	29,163.10
41 800	26,674.41	27,712.52	28,210.81	28,709.10	29,207.39
41 900	26,724.11	27,756.80	28,255.09	28,753.38	29,251.67
42 000	26,773.81	27,801.08	28,299.37	28,797.66	29,295.95
42 100	26,823.51	27,845.36	28,343.65	28,841.95	29,340.24
42 200	26,873.21	27,889.65	28,387.94	28,886.23	29,384.52
42 300	26,922.91	27,933.93	28,432.22	28,930.51	29,428.80
42 400	26,972.60	27,978.21	28,476.50	28,974.79	29,473.08
42 500	27,022.30	28,022.50	28,520.79	29,019.08	29,517.37
42 600	27,072.00	28,066.78	28,565.07	29,063.36	29,561.65
42 700	27,121.70	28,111.06	28,609.35	29,107.64	29,605.93
42 800	27,171.40	28,155.34	28,653.63	29,151.92	29,650.21
42 900	27,221.10	28,199.63	28,697.92	29,196.21	29,694.50
43 000	27,270.80	28,243.91	28,742.20	29,240.49	29,738.78
43 100	27,320.50	28,288.19	28,786.48	29,284.77	29,783.06
43 200	27,370.20	28,332.47	28,830.76	29,329.05	29,827.35
43 300	27,419.89	28,376.76	28,875.05	29,373.34	29,871.63
43 400	27,469.59	28,421.04	28,919.33	29,417.62	29,915.91
43 500	27,519.29	28,465.32	28,963.61	29,461.90	29,960.19
43 600	27,568.99	28,509.60	29,007.90	29,506.19	30,004.48
43 700	27,618.69	28,553.89	29,052.18	29,550.47	30,048.76
43 800	27,668.39	28,598.17	29,096.46	29,594.75	30,093.04
43 900	27,718.09	28,642.45	29,140.74	29,639.03	30,137.32
44 000	27,767.79	28,686.74	29,185.03	29,683.32	30,181.61
44 100	27,817.49	28,731.02	29,229.31	29,727.60	30,225.89
44 200	27,867.18	28,775.30	29,273.59	29,771.88	30,270.17
44 300	27,916.88	28,819.58	29,317.87	29,816.16	30,314.45
44 400	27,966.58	28,863.87	29,362.16	29,860.45	30,358.74
44 500	28,016.28	28,908.15	29,406.44	29,904.73	30,403.02
44 600	28,065.98	28,952.43	29,450.72	29,949.01	30,447.30
44 700	28,115.68	28,996.71	29,495.00	29,993.30	30,491.59
44 800	28,165.38	29,041.00	29,539.29	30,037.58	30,535.87
44 900	28,215.08	29,085.28	29,583.57	30,081.86	30,580.15
45 000	28,264.78	29,129.56	29,627.85	30,126.14	30,624.43
45 100	28,314.47	29,173.85	29,672.14	30,170.43	30,668.72
45 200	28,364.17	29,218.13	29,716.42	30,214.71	30,713.00
45 300	28,413.87	29,262.41	29,760.70	30,258.99	30,757.28
45 400	28,463.57	29,306.69	29,804.98	30,303.27	30,801.56
45 500	28,513.27	29,350.98	29,849.27	30,347.56	30,845.85

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Worker with dependent spouse Number of dependents (including spouse)				
	1	2	3	4	5 or more
45 600	28,562.97	29,395.26	29,893.55	30,391.84	30,890.13
45 700	28,612.67	29,439.54	29,937.83	30,436.12	30,934.41
45 800	28,662.37	29,483.82	29,982.11	30,480.40	30,978.70
45 900	28,712.07	29,528.11	30,026.40	30,524.69	31,022.98
46 000	28,761.76	29,572.39	30,070.68	30,568.97	31,067.26
46 100	28,811.46	29,616.67	30,114.96	30,613.25	31,111.54
46 200	28,861.16	29,660.95	30,159.25	30,657.54	31,155.83
46 300	28,910.86	29,705.24	30,203.53	30,701.82	31,200.11
46 400	28,960.56	29,749.52	30,247.81	30,746.10	31,244.39
46 500	29,010.26	29,793.80	30,292.09	30,790.38	31,288.67
46 600	29,059.96	29,838.09	30,336.38	30,834.67	31,332.96
46 700	29,109.66	29,882.37	30,380.66	30,878.95	31,377.24
46 800	29,159.36	29,926.65	30,424.94	30,923.23	31,421.52
46 900	29,209.06	29,970.93	30,469.22	30,967.51	31,465.81
47 000	29,258.75	30,015.22	30,513.51	31,011.80	31,510.09
47 100	29,308.45	30,059.50	30,557.79	31,056.08	31,554.37
47 200	29,358.15	30,103.78	30,602.07	31,100.36	31,598.65
47 300	29,407.85	30,148.06	30,646.36	31,144.65	31,642.94
47 400	29,457.55	30,192.35	30,690.64	31,188.93	31,687.22
47 500	29,507.25	30,236.63	30,734.92	31,233.21	31,731.50
47 600	29,556.95	30,280.91	30,779.20	31,277.49	31,775.78
47 700	29,606.65	30,325.20	30,823.49	31,321.78	31,820.07
47 800	29,656.35	30,369.48	30,867.77	31,366.06	31,864.35
47 900	29,706.04	30,413.76	30,912.05	31,410.34	31,908.63
48 000	29,755.74	30,458.04	30,956.33	31,454.62	31,952.91
48 100	29,805.44	30,502.33	31,000.62	31,498.91	31,997.20
48 200	29,855.14	30,546.61	31,044.90	31,543.19	32,041.48
48 300	29,904.84	30,590.89	31,089.18	31,587.47	32,085.76
48 400	29,954.54	30,635.17	31,133.46	31,631.76	32,130.05
48 500	30,004.24	30,679.46	31,177.75	31,676.04	32,174.33
48 600	30,053.94	30,723.74	31,222.03	31,720.32	32,218.61
48 700	30,103.64	30,768.02	31,266.31	31,764.60	32,262.89
48 800	30,153.33	30,812.31	31,310.60	31,808.89	32,307.18
48 900	30,203.03	30,856.59	31,354.88	31,853.17	32,351.46
49 000	30,252.73	30,900.87	31,399.16	31,897.45	32,395.74
49 100	30,302.43	30,945.15	31,443.44	31,941.73	32,440.02
49 200	30,352.13	30,989.44	31,487.73	31,986.02	32,484.31
49 300	30,401.83	31,033.72	31,532.01	32,030.30	32,528.59
49 400	30,451.53	31,078.00	31,576.29	32,074.58	32,572.87
49 500	30,501.23	31,122.28	31,620.57	32,118.86	32,617.16
49 600	30,550.93	31,166.57	31,664.86	32,163.15	32,661.44
49 700	30,600.62	31,210.85	31,709.14	32,207.43	32,705.72
49 800	30,650.32	31,255.13	31,753.42	32,251.71	32,750.00
49 900	30,700.02	31,299.41	31,797.71	32,296.00	32,794.29
50 000	30,749.72	31,343.70	31,841.99	32,340.28	32,838.57
50 100	30,796.71	31,385.27	31,883.56	32,381.85	32,880.14
50 200	30,843.70	31,426.85	31,925.14	32,423.43	32,921.72
50 300	30,890.69	31,468.42	31,966.71	32,465.00	32,963.29
50 400	30,937.68	31,510.00	32,008.29	32,506.58	33,004.87
50 500	30,984.67	31,551.57	32,049.86	32,548.15	33,046.44

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Worker with non-dependent spouse				
	Number of dependents				
	0	1	2	3	4 or more
100	87.57	87.57	87.57	87.57	87.57
200	175.14	175.14	175.14	175.14	175.14
300	262.71	262.71	262.71	262.71	262.71
400	350.28	350.28	350.28	350.28	350.28
500	437.85	437.85	437.85	437.85	437.85
600	525.42	525.42	525.42	525.42	525.42
700	612.99	612.99	612.99	612.99	612.99
800	700.56	700.56	700.56	700.56	700.56
900	788.13	788.13	788.13	788.13	788.13
1 000	875.70	875.70	875.70	875.70	875.70
1 100	963.27	963.27	963.27	963.27	963.27
1 200	1,050.84	1,050.84	1,050.84	1,050.84	1,050.84
1 300	1,138.41	1,138.41	1,138.41	1,138.41	1,138.41
1 400	1,225.98	1,225.98	1,225.98	1,225.98	1,225.98
1 500	1,313.55	1,313.55	1,313.55	1,313.55	1,313.55
1 600	1,401.12	1,401.12	1,401.12	1,401.12	1,401.12
1 700	1,488.69	1,488.69	1,488.69	1,488.69	1,488.69
1 800	1,576.26	1,576.26	1,576.26	1,576.26	1,576.26
1 900	1,663.83	1,663.83	1,663.83	1,663.83	1,663.83
2 000	1,751.40	1,751.40	1,751.40	1,751.40	1,751.40
2 100	1,838.97	1,838.97	1,838.97	1,838.97	1,838.97
2 200	1,926.54	1,926.54	1,926.54	1,926.54	1,926.54
2 300	2,014.11	2,014.11	2,014.11	2,014.11	2,014.11
2 400	2,101.68	2,101.68	2,101.68	2,101.68	2,101.68
2 500	2,189.25	2,189.25	2,189.25	2,189.25	2,189.25
2 600	2,276.82	2,276.82	2,276.82	2,276.82	2,276.82
2 700	2,364.39	2,364.39	2,364.39	2,364.39	2,364.39
2 800	2,451.96	2,451.96	2,451.96	2,451.96	2,451.96
2 900	2,539.53	2,539.53	2,539.53	2,539.53	2,539.53
3 000	2,627.10	2,627.10	2,627.10	2,627.10	2,627.10
3 100	2,714.67	2,714.67	2,714.67	2,714.67	2,714.67
3 200	2,802.24	2,802.24	2,802.24	2,802.24	2,802.24
3 300	2,889.81	2,889.81	2,889.81	2,889.81	2,889.81
3 400	2,977.38	2,977.38	2,977.38	2,977.38	2,977.38
3 500	3,064.95	3,064.95	3,064.95	3,064.95	3,064.95
3 600	3,149.37	3,149.37	3,149.37	3,149.37	3,149.37
3 700	3,233.79	3,233.79	3,233.79	3,233.79	3,233.79
3 800	3,318.21	3,318.21	3,318.21	3,318.21	3,318.21
3 900	3,402.63	3,402.63	3,402.63	3,402.63	3,402.63
4 000	3,487.05	3,487.05	3,487.05	3,487.05	3,487.05
4 100	3,571.47	3,571.47	3,571.47	3,571.47	3,571.47
4 200	3,655.89	3,655.89	3,655.89	3,655.89	3,655.89
4 300	3,740.31	3,740.31	3,740.31	3,740.31	3,740.31
4 400	3,824.73	3,824.73	3,824.73	3,824.73	3,824.73
4 500	3,909.15	3,909.15	3,909.15	3,909.15	3,909.15
4 600	3,993.57	3,993.57	3,993.57	3,993.57	3,993.57
4 700	4,077.99	4,077.99	4,077.99	4,077.99	4,077.99
4 800	4,162.41	4,162.41	4,162.41	4,162.41	4,162.41
4 900	4,246.83	4,246.83	4,246.83	4,246.83	4,246.83
5 000	4,331.25	4,331.25	4,331.25	4,331.25	4,331.25
5 100	4,415.67	4,415.67	4,415.67	4,415.67	4,415.67

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Worker with non-dependent spouse				
	Number of dependents				
	0	1	2	3	4 or more
5 200	4,500.09	4,500.09	4,500.09	4,500.09	4,500.09
5 300	4,584.51	4,584.51	4,584.51	4,584.51	4,584.51
5 400	4,668.93	4,668.93	4,668.93	4,668.93	4,668.93
5 500	4,753.35	4,753.35	4,753.35	4,753.35	4,753.35
5 600	4,837.77	4,837.77	4,837.77	4,837.77	4,837.77
5 700	4,922.19	4,922.19	4,922.19	4,922.19	4,922.19
5 800	5,006.61	5,006.61	5,006.61	5,006.61	5,006.61
5 900	5,091.03	5,091.03	5,091.03	5,091.03	5,091.03
6 000	5,175.45	5,175.45	5,175.45	5,175.45	5,175.45
6 100	5,259.87	5,259.87	5,259.87	5,259.87	5,259.87
6 200	5,344.29	5,344.29	5,344.29	5,344.29	5,344.29
6 300	5,428.71	5,428.71	5,428.71	5,428.71	5,428.71
6 400	5,513.13	5,513.13	5,513.13	5,513.13	5,513.13
6 500	5,597.55	5,597.55	5,597.55	5,597.55	5,597.55
6 600	5,681.97	5,681.97	5,681.97	5,681.97	5,681.97
6 700	5,766.39	5,766.39	5,766.39	5,766.39	5,766.39
6 800	5,850.81	5,850.81	5,850.81	5,850.81	5,850.81
6 900	5,935.23	5,935.23	5,935.23	5,935.23	5,935.23
7 000	6,019.65	6,019.65	6,019.65	6,019.65	6,019.65
7 100	6,104.07	6,104.07	6,104.07	6,104.07	6,104.07
7 200	6,188.49	6,188.49	6,188.49	6,188.49	6,188.49
7 300	6,269.38	6,269.38	6,269.38	6,269.38	6,269.38
7 400	6,341.30	6,341.30	6,341.30	6,341.30	6,341.30
7 500	6,413.23	6,413.23	6,413.23	6,413.23	6,413.23
7 600	6,485.15	6,485.15	6,485.15	6,485.15	6,485.15
7 700	6,557.08	6,557.08	6,557.08	6,557.08	6,557.08
7 800	6,629.00	6,629.00	6,629.00	6,629.00	6,629.00
7 900	6,700.93	6,700.93	6,700.93	6,700.93	6,700.93
8 000	6,772.86	6,772.86	6,772.86	6,772.86	6,772.86
8 100	6,844.78	6,844.78	6,844.78	6,844.78	6,844.78
8 200	6,916.71	6,916.71	6,916.71	6,916.71	6,916.71
8 300	6,988.63	6,988.63	6,988.63	6,988.63	6,988.63
8 400	7,060.56	7,060.56	7,060.56	7,060.56	7,060.56
8 500	7,132.48	7,132.48	7,132.48	7,132.48	7,132.48
8 600	7,204.41	7,204.41	7,204.41	7,204.41	7,204.41
8 700	7,276.33	7,276.33	7,276.33	7,276.33	7,276.33
8 800	7,348.26	7,348.26	7,348.26	7,348.26	7,348.26
8 900	7,420.19	7,420.19	7,420.19	7,420.19	7,420.19
9 000	7,492.11	7,492.11	7,492.11	7,492.11	7,492.11
9 100	7,564.04	7,564.04	7,564.04	7,564.04	7,564.04
9 200	7,635.96	7,635.96	7,635.96	7,635.96	7,635.96
9 300	7,707.89	7,707.89	7,707.89	7,707.89	7,707.89
9 400	7,779.81	7,779.81	7,779.81	7,779.81	7,779.81
9 500	7,849.48	7,851.74	7,851.74	7,851.74	7,851.74
9 600	7,903.35	7,923.66	7,923.66	7,923.66	7,923.66
9 700	7,957.23	7,995.59	7,995.59	7,995.59	7,995.59
9 800	8,011.10	8,067.52	8,067.52	8,067.52	8,067.52
9 900	8,064.97	8,139.44	8,139.44	8,139.44	8,139.44
10 000	8,118.84	8,211.37	8,211.37	8,211.37	8,211.37
10 100	8,172.71	8,283.29	8,283.29	8,283.29	8,283.29
10 200	8,226.58	8,355.22	8,355.22	8,355.22	8,355.22

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Worker with non-dependent spouse				
	Number of dependents				
	0	1	2	3	4 or more
10 300	8,280.45	8,427.14	8,427.14	8,427.14	8,427.14
10 400	8,334.33	8,499.07	8,499.07	8,499.07	8,499.07
10 500	8,388.20	8,570.99	8,570.99	8,570.99	8,570.99
10 600	8,442.07	8,642.92	8,642.92	8,642.92	8,642.92
10 700	8,495.94	8,714.85	8,714.85	8,714.85	8,714.85
10 800	8,549.81	8,786.77	8,786.77	8,786.77	8,786.77
10 900	8,603.68	8,858.70	8,858.70	8,858.70	8,858.70
11 000	8,657.56	8,930.62	8,930.62	8,930.62	8,930.62
11 100	8,711.43	9,002.55	9,002.55	9,002.55	9,002.55
11 200	8,765.30	9,074.47	9,074.47	9,074.47	9,074.47
11 300	8,819.17	9,146.40	9,146.40	9,146.40	9,146.40
11 400	8,873.04	9,218.32	9,218.32	9,218.32	9,218.32
11 500	8,926.91	9,290.25	9,290.25	9,290.25	9,290.25
11 600	8,980.78	9,362.18	9,362.18	9,362.18	9,362.18
11 700	9,034.66	9,434.10	9,434.10	9,434.10	9,434.10
11 800	9,088.53	9,506.03	9,506.03	9,506.03	9,506.03
11 900	9,142.40	9,577.95	9,577.95	9,577.95	9,577.95
12 000	9,196.27	9,649.88	9,649.88	9,649.88	9,649.88
12 100	9,250.14	9,721.80	9,721.80	9,721.80	9,721.80
12 200	9,304.01	9,793.73	9,793.73	9,793.73	9,793.73
12 300	9,357.89	9,865.65	9,865.65	9,865.65	9,865.65
12 400	9,411.76	9,937.58	9,937.58	9,937.58	9,937.58
12 500	9,465.63	10,009.51	10,009.51	10,009.51	10,009.51
12 600	9,519.50	10,081.43	10,081.43	10,081.43	10,081.43
12 700	9,573.37	10,153.36	10,153.36	10,153.36	10,153.36
12 800	9,627.24	10,225.28	10,225.28	10,225.28	10,225.28
12 900	9,681.11	10,297.21	10,297.21	10,297.21	10,297.21
13 000	9,734.99	10,369.13	10,369.13	10,369.13	10,369.13
13 100	9,788.86	10,441.06	10,441.06	10,441.06	10,441.06
13 200	9,842.73	10,512.98	10,512.98	10,512.98	10,512.98
13 300	9,896.60	10,584.91	10,584.91	10,584.91	10,584.91
13 400	9,950.47	10,656.84	10,656.84	10,656.84	10,656.84
13 500	10,004.34	10,728.76	10,728.76	10,728.76	10,728.76
13 600	10,058.22	10,800.69	10,800.69	10,800.69	10,800.69
13 700	10,112.09	10,872.61	10,872.61	10,872.61	10,872.61
13 800	10,165.96	10,944.54	10,944.54	10,944.54	10,944.54
13 900	10,219.83	11,016.46	11,016.46	11,016.46	11,016.46
14 000	10,273.70	11,088.39	11,088.39	11,088.39	11,088.39
14 100	10,327.57	11,160.31	11,160.31	11,160.31	11,160.31
14 200	10,381.45	11,232.24	11,232.24	11,232.24	11,232.24
14 300	10,435.32	11,304.17	11,304.17	11,304.17	11,304.17
14 400	10,489.19	11,376.09	11,376.09	11,376.09	11,376.09
14 500	10,543.06	11,448.02	11,448.02	11,448.02	11,448.02
14 600	10,596.93	11,519.94	11,519.94	11,519.94	11,519.94
14 700	10,650.80	11,591.87	11,591.87	11,591.87	11,591.87
14 800	10,704.67	11,663.79	11,663.79	11,663.79	11,663.79
14 900	10,758.55	11,735.72	11,735.72	11,735.72	11,735.72
15 000	10,812.42	11,807.64	11,807.64	11,807.64	11,807.64
15 100	10,866.29	11,879.57	11,879.57	11,879.57	11,879.57
15 200	10,920.16	11,951.50	11,951.50	11,951.50	11,951.50
15 300	10,974.03	12,023.42	12,023.42	12,023.42	12,023.42

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Worker with non-dependent spouse				
	Number of dependents				
	0	1	2	3	4 or more
15 400	11,027.90	12,095.35	12,095.35	12,095.35	12,095.35
15 500	11,081.78	12,163.21	12,167.27	12,167.27	12,167.27
15 600	11,135.65	12,211.67	12,239.20	12,239.20	12,239.20
15 700	11,189.52	12,260.12	12,311.12	12,311.12	12,311.12
15 800	11,243.39	12,308.58	12,383.05	12,383.05	12,383.05
15 900	11,297.26	12,357.03	12,454.97	12,454.97	12,454.97
16 000	11,351.13	12,405.49	12,526.90	12,526.90	12,526.90
16 100	11,405.00	12,453.94	12,598.83	12,598.83	12,598.83
16 200	11,458.88	12,502.40	12,670.75	12,670.75	12,670.75
16 300	11,512.75	12,550.85	12,742.68	12,742.68	12,742.68
16 400	11,566.62	12,599.31	12,814.60	12,814.60	12,814.60
16 500	11,620.49	12,647.76	12,886.53	12,886.53	12,886.53
16 600	11,674.36	12,696.22	12,958.45	12,958.45	12,958.45
16 700	11,728.23	12,744.67	13,030.38	13,030.38	13,030.38
16 800	11,782.11	12,793.13	13,102.30	13,102.30	13,102.30
16 900	11,835.98	12,841.59	13,174.23	13,174.23	13,174.23
17 000	11,889.85	12,890.04	13,246.16	13,246.16	13,246.16
17 100	11,943.72	12,938.50	13,318.08	13,318.08	13,318.08
17 200	11,997.59	12,986.95	13,390.01	13,390.01	13,390.01
17 300	12,051.46	13,035.41	13,461.93	13,461.93	13,461.93
17 400	12,105.34	13,083.86	13,533.86	13,533.86	13,533.86
17 500	12,159.21	13,132.32	13,605.78	13,605.78	13,605.78
17 600	12,213.08	13,180.77	13,677.71	13,677.71	13,677.71
17 700	12,266.95	13,229.23	13,727.52	13,749.63	13,749.63
17 800	12,320.82	13,277.68	13,775.97	13,821.56	13,821.56
17 900	12,374.69	13,326.14	13,824.43	13,893.49	13,893.49
18 000	12,428.56	13,374.59	13,872.88	13,965.41	13,965.41
18 100	12,482.44	13,423.05	13,921.34	14,037.34	14,037.34
18 200	12,536.31	13,471.50	13,969.80	14,109.26	14,109.26
18 300	12,590.18	13,519.96	14,018.25	14,181.19	14,181.19
18 400	12,644.05	13,568.42	14,066.71	14,253.11	14,253.11
18 500	12,697.92	13,616.87	14,115.16	14,325.04	14,325.04
18 600	12,751.79	13,665.33	14,163.62	14,396.96	14,396.96
18 700	12,805.67	13,713.78	14,212.07	14,468.89	14,468.89
18 800	12,859.54	13,762.24	14,260.53	14,540.82	14,540.82
18 900	12,913.41	13,810.69	14,308.98	14,612.74	14,612.74
19 000	12,967.28	13,859.15	14,357.44	14,684.67	14,684.67
19 100	13,021.15	13,907.60	14,405.89	14,756.59	14,756.59
19 200	13,075.02	13,956.06	14,454.35	14,828.52	14,828.52
19 300	13,128.89	14,004.51	14,502.80	14,900.44	14,900.44
19 400	13,182.77	14,052.97	14,551.26	14,972.37	14,972.37
19 500	13,236.64	14,101.42	14,599.71	15,044.29	15,044.29
19 600	13,290.51	14,149.87	14,648.16	15,116.21	15,116.21
19 700	13,344.38	14,198.32	14,696.61	15,188.13	15,188.13
19 800	13,398.25	14,246.77	14,745.06	15,260.05	15,260.05
19 900	13,452.12	14,295.22	14,793.51	15,331.97	15,331.97
20 000	13,505.99	14,343.67	14,841.96	15,403.89	15,403.89
20 100	13,559.86	14,392.12	14,890.41	15,475.81	15,475.81
20 200	13,613.73	14,440.57	14,938.86	15,547.73	15,547.73
20 300	13,667.60	14,489.02	14,987.31	15,619.65	15,619.65
20 400	13,721.47	14,537.47	15,035.76	15,691.57	15,691.57

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Worker with non-dependent spouse				
	Number of dependents				
	0	1	2	3	4 or more
20 500	13,780.69	14,591.31	15,089.60	15,587.89	15,768.89
20 600	13,835.07	14,640.28	15,138.57	15,636.86	15,841.32
20 700	13,889.45	14,689.25	15,187.54	15,685.83	15,913.76
20 800	13,943.84	14,738.21	15,236.50	15,734.79	15,986.20
20 900	13,998.22	14,787.18	15,285.47	15,783.76	16,058.63
21 000	14,052.60	14,836.15	15,334.44	15,832.73	16,131.07
21 100	14,106.98	14,885.11	15,383.40	15,881.69	16,203.50
21 200	14,161.37	14,934.08	15,432.37	15,930.66	16,275.94
21 300	14,215.75	14,983.04	15,481.33	15,979.63	16,348.38
21 400	14,270.13	15,032.01	15,530.30	16,028.59	16,420.81
21 500	14,324.51	15,080.98	15,579.27	16,077.56	16,493.25
21 600	14,378.90	15,129.94	15,628.23	16,126.52	16,565.69
21 700	14,433.28	15,178.91	15,677.20	16,175.49	16,638.12
21 800	14,487.66	15,227.88	15,726.17	16,224.46	16,710.56
21 900	14,542.04	15,276.84	15,775.13	16,273.42	16,771.71
22 000	14,596.43	15,325.81	15,824.10	16,322.39	16,820.68
22 100	14,650.81	15,374.78	15,873.07	16,371.36	16,869.65
22 200	14,705.19	15,423.74	15,922.03	16,420.32	16,918.61
22 300	14,759.58	15,472.71	15,971.00	16,469.29	16,967.58
22 400	14,813.96	15,521.67	16,019.96	16,518.26	17,016.55
22 500	14,868.34	15,570.64	16,068.93	16,567.22	17,065.51
22 600	14,922.72	15,619.61	16,117.90	16,616.19	17,114.48
22 700	14,977.11	15,668.57	16,166.86	16,665.15	17,163.44
22 800	15,031.49	15,717.54	16,215.83	16,714.12	17,212.41
22 900	15,085.87	15,766.51	16,264.80	16,763.09	17,261.38
23 000	15,140.25	15,815.47	16,313.76	16,812.05	17,310.34
23 100	15,194.64	15,864.44	16,362.73	16,861.02	17,359.31
23 200	15,249.02	15,913.41	16,411.70	16,909.99	17,408.28
23 300	15,303.40	15,962.37	16,460.66	16,958.95	17,457.24
23 400	15,357.78	16,011.34	16,509.63	17,007.92	17,506.21
23 500	15,412.17	16,060.30	16,558.60	17,056.89	17,555.18
23 600	15,466.55	16,109.27	16,607.56	17,105.85	17,604.14
23 700	15,520.93	16,158.24	16,656.53	17,154.82	17,653.11
23 800	15,575.31	16,207.20	16,705.49	17,203.78	17,702.08
23 900	15,629.70	16,256.17	16,754.46	17,252.75	17,751.04
24 000	15,684.08	16,305.14	16,803.43	17,301.72	17,800.01
24 100	15,738.46	16,354.10	16,852.39	17,350.68	17,848.97
24 200	15,792.84	16,403.07	16,901.36	17,399.65	17,897.94
24 300	15,847.23	16,452.04	16,950.33	17,448.62	17,946.91
24 400	15,901.61	16,501.00	16,999.29	17,497.58	17,995.87
24 500	15,955.99	16,549.97	17,048.26	17,546.55	18,044.84
24 600	16,010.37	16,598.93	17,097.23	17,595.52	18,093.81
24 700	16,064.76	16,647.90	17,146.19	17,644.48	18,142.77
24 800	16,119.14	16,696.87	17,195.16	17,693.45	18,191.74
24 900	16,173.52	16,745.83	17,244.12	17,742.41	18,240.71
25 000	16,227.90	16,794.80	17,293.09	17,791.38	18,289.67
25 100	16,279.58	16,841.06	17,339.35	17,837.64	18,335.93
25 200	16,331.25	16,887.32	17,385.61	17,883.90	18,382.19
25 300	16,382.93	16,933.58	17,431.87	17,930.16	18,428.45
25 400	16,434.60	16,979.83	17,478.12	17,976.41	18,474.70
25 500	16,486.28	17,026.09	17,524.38	18,022.67	18,520.96

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Worker with non-dependent spouse				
	Number of dependents				
	0	1	2	3	4 or more
25 600	16,537.95	17,077.77	17,576.06	18,074.35	18,572.64
25 700	16,589.63	17,129.44	17,627.73	18,126.02	18,624.31
25 800	16,641.30	17,181.12	17,679.41	18,177.70	18,675.99
25 900	16,692.98	17,232.79	17,731.08	18,229.37	18,727.66
26 000	16,744.65	17,284.46	17,782.75	18,281.05	18,779.34
26 100	16,796.32	17,336.14	17,834.43	18,332.72	18,831.01
26 200	16,848.00	17,387.81	17,886.10	18,384.39	18,882.68
26 300	16,899.67	17,439.49	17,937.78	18,436.07	18,934.36
26 400	16,951.35	17,491.16	17,989.45	18,487.74	18,986.03
26 500	17,003.02	17,542.84	18,041.13	18,539.42	19,037.71
26 600	17,054.70	17,594.51	18,092.80	18,591.09	19,089.38
26 700	17,106.37	17,646.19	18,144.48	18,642.77	19,141.06
26 800	17,158.05	17,697.86	18,196.15	18,694.44	19,192.73
26 900	17,209.72	17,749.53	18,247.82	18,746.12	19,244.41
27 000	17,261.39	17,801.21	18,299.50	18,797.79	19,296.08
27 100	17,313.07	17,852.88	18,351.17	18,849.46	19,347.75
27 200	17,364.74	17,904.56	18,402.85	18,901.14	19,399.43
27 300	17,416.42	17,956.23	18,454.52	18,952.81	19,451.10
27 400	17,468.09	18,007.91	18,506.20	19,004.49	19,502.78
27 500	17,519.77	18,059.58	18,557.87	19,056.16	19,554.45
27 600	17,571.44	18,111.26	18,609.55	19,107.84	19,606.13
27 700	17,623.12	18,162.93	18,661.22	19,159.51	19,657.80
27 800	17,674.79	18,214.60	18,712.90	19,211.19	19,709.48
27 900	17,726.46	18,266.28	18,764.57	19,262.86	19,761.15
28 000	17,778.14	18,317.95	18,816.24	19,314.53	19,812.83
28 100	17,829.81	18,369.63	18,867.92	19,366.21	19,864.50
28 200	17,881.49	18,421.30	18,919.59	19,417.88	19,916.17
28 300	17,933.16	18,472.98	18,971.27	19,469.56	19,967.85
28 400	17,984.84	18,524.65	19,022.94	19,521.23	20,019.52
28 500	18,036.51	18,576.33	19,074.62	19,572.91	20,071.20
28 600	18,088.19	18,628.00	19,126.29	19,624.58	20,122.87
28 700	18,139.86	18,679.68	19,177.97	19,676.26	20,174.55
28 800	18,191.54	18,731.35	19,229.64	19,727.93	20,226.22
28 900	18,243.21	18,783.02	19,281.31	19,779.60	20,277.90
29 000	18,294.88	18,834.70	19,332.99	19,831.28	20,329.57
29 100	18,346.56	18,886.37	19,384.66	19,882.95	20,381.24
29 200	18,398.23	18,938.05	19,436.34	19,934.63	20,432.92
29 300	18,449.91	18,989.72	19,488.01	19,986.30	20,484.59
29 400	18,501.58	19,041.40	19,539.69	20,037.98	20,536.27
29 500	18,553.26	19,093.07	19,591.36	20,089.65	20,587.94
29 600	18,604.93	19,144.75	19,643.04	20,141.33	20,639.62
29 700	18,656.61	19,196.42	19,694.71	20,193.00	20,691.30
29 800	18,708.28	19,248.10	19,746.39	20,244.68	20,742.98
29 900	18,759.96	19,300.00	19,798.06	20,296.35	20,794.66
30 000	18,811.63	19,351.67	19,849.74	20,348.03	20,846.34
30 100	18,863.31	19,403.35	19,901.41	20,400.00	20,898.02
30 200	18,915.00	19,455.02	19,953.09	20,451.67	20,949.70
30 300	18,966.67	19,506.70	20,004.76	20,503.35	21,001.38
30 400	19,018.35	19,558.37	20,056.44	20,555.03	21,053.06
30 500	19,070.02	19,610.05	20,108.11	20,606.70	21,104.74

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Worker with non-dependent spouse				
	Number of dependents				
	0	1	2	3	4 or more
30 600	19,053.36	19,593.18	20,091.47	20,589.76	21,088.05
30 700	19,098.28	19,638.09	20,136.38	20,634.67	21,132.96
30 800	19,143.19	19,683.00	20,181.29	20,679.58	21,177.87
30 900	19,188.10	19,727.91	20,226.20	20,724.49	21,222.78
31 000	19,233.01	19,772.82	20,271.11	20,769.40	21,267.69
31 100	19,277.92	19,817.73	20,316.02	20,814.31	21,312.61
31 200	19,322.83	19,862.64	20,360.94	20,859.23	21,357.52
31 300	19,367.74	19,907.56	20,405.85	20,904.14	21,402.43
31 400	19,412.65	19,952.47	20,450.76	20,949.05	21,447.34
31 500	19,457.56	19,997.38	20,495.67	20,993.96	21,492.25
31 600	19,502.47	20,042.29	20,540.58	21,038.87	21,537.16
31 700	19,547.39	20,087.20	20,585.49	21,083.78	21,582.07
31 800	19,592.30	20,132.11	20,630.40	21,128.69	21,626.98
31 900	19,637.21	20,177.02	20,675.31	21,173.60	21,671.89
32 000	19,682.12	20,221.93	20,720.22	21,218.51	21,716.80
32 100	19,727.03	20,266.84	20,765.13	21,263.42	21,761.71
32 200	19,771.94	20,311.75	20,810.05	21,308.34	21,806.63
32 300	19,816.85	20,356.67	20,854.96	21,353.25	21,851.54
32 400	19,861.76	20,401.58	20,899.87	21,398.16	21,896.45
32 500	19,906.67	20,446.49	20,944.78	21,443.07	21,941.36
32 600	19,951.58	20,491.40	20,989.69	21,487.98	21,986.27
32 700	19,996.49	20,536.31	21,034.60	21,532.89	22,031.18
32 800	20,041.41	20,581.22	21,079.51	21,577.80	22,076.09
32 900	20,086.32	20,626.13	21,124.42	21,622.71	22,121.00
33 000	20,131.23	20,671.04	21,169.33	21,667.62	22,165.91
33 100	20,176.14	20,715.95	21,214.24	21,712.53	22,210.82
33 200	20,221.05	20,760.86	21,259.15	21,757.45	22,255.74
33 300	20,265.96	20,805.78	21,304.07	21,802.36	22,300.65
33 400	20,310.87	20,850.69	21,348.98	21,847.27	22,345.56
33 500	20,355.78	20,895.60	21,393.89	21,892.18	22,390.47
33 600	20,400.69	20,940.51	21,438.80	21,937.09	22,435.38
33 700	20,445.60	20,985.42	21,483.71	21,982.00	22,480.29
33 800	20,490.52	21,030.33	21,528.62	22,026.91	22,525.20
33 900	20,535.43	21,075.24	21,573.53	22,071.82	22,570.11
34 000	20,580.34	21,120.15	21,618.44	22,116.73	22,615.02
34 100	20,625.25	21,165.06	21,663.35	22,161.64	22,659.93
34 200	20,670.16	21,209.97	21,708.26	22,206.56	22,704.85
34 300	20,715.07	21,254.89	21,753.18	22,251.47	22,749.76
34 400	20,759.98	21,299.80	21,798.09	22,296.38	22,794.67
34 500	20,804.89	21,344.71	21,843.00	22,341.29	22,839.58
34 600	20,849.80	21,389.62	21,887.91	22,386.20	22,884.49
34 700	20,894.71	21,434.53	21,932.82	22,431.11	22,929.40
34 800	20,939.63	21,479.44	21,977.73	22,476.02	22,974.31
34 900	20,984.54	21,524.35	22,022.64	22,520.93	23,019.22
35 000	21,029.45	21,569.26	22,067.55	22,565.84	23,064.13
35 100	21,074.36	21,614.17	22,112.46	22,610.75	23,109.04
35 200	21,119.27	21,659.08	22,157.37	22,655.66	23,153.96
35 300	21,164.18	21,704.00	22,202.29	22,700.58	23,198.87
35 400	21,209.09	21,748.91	22,247.20	22,745.49	23,243.78
35 500	21,254.00	21,793.82	22,292.11	22,790.40	23,288.69

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Worker with non-dependent spouse				
	Number of dependents				
	0	1	2	3	4 or more
35 600	21,298.91	21,838.73	22,337.02	22,835.31	23,333.60
35 700	21,343.82	21,883.64	22,381.93	22,880.22	23,378.51
35 800	21,388.74	21,928.55	22,426.84	22,925.13	23,423.42
35 900	21,433.65	21,973.46	22,471.75	22,970.04	23,468.33
36 000	21,478.56	22,018.37	22,516.66	23,014.95	23,513.24
36 100	21,523.47	22,063.28	22,561.57	23,059.86	23,558.15
36 200	21,568.38	22,108.19	22,606.48	23,104.77	23,603.07
36 300	21,613.29	22,153.10	22,651.40	23,149.69	23,647.98
36 400	21,658.20	22,198.02	22,696.31	23,194.60	23,692.89
36 500	21,703.11	22,242.93	22,741.22	23,239.51	23,737.80
36 600	21,748.02	22,287.84	22,786.13	23,284.42	23,782.71
36 700	21,792.93	22,332.75	22,831.04	23,329.33	23,827.62
36 800	21,837.85	22,377.66	22,875.95	23,374.24	23,872.53
36 900	21,882.76	22,422.57	22,920.86	23,419.15	23,917.44
37 000	21,930.37	22,470.18	22,968.48	23,466.77	23,965.06
37 100	21,977.98	22,517.80	23,016.09	23,514.38	24,012.67
37 200	22,025.60	22,565.41	23,063.70	23,561.99	24,060.28
37 300	22,073.21	22,613.03	23,111.32	23,609.61	24,107.90
37 400	22,120.83	22,660.64	23,158.93	23,657.22	24,155.51
37 500	22,168.44	22,708.25	23,206.54	23,704.83	24,203.13
37 600	22,216.05	22,755.87	23,254.16	23,752.45	24,250.74
37 700	22,263.67	22,803.48	23,301.77	23,800.06	24,298.35
37 800	22,311.28	22,851.10	23,349.39	23,847.68	24,345.97
37 900	22,358.89	22,898.71	23,397.00	23,895.29	24,393.58
38 000	22,406.51	22,946.32	23,444.61	23,942.90	24,441.19
38 100	22,454.12	22,993.94	23,492.23	23,990.52	24,488.81
38 200	22,501.74	23,041.55	23,539.84	24,038.13	24,536.42
38 300	22,549.35	23,089.16	23,587.45	24,085.75	24,584.04
38 400	22,596.96	23,136.78	23,635.07	24,133.36	24,631.65
38 500	22,644.58	23,184.39	23,682.68	24,180.97	24,679.26
38 600	22,692.19	23,232.01	23,730.30	24,228.59	24,726.88
38 700	22,739.81	23,279.62	23,777.91	24,276.20	24,774.49
38 800	22,787.42	23,327.23	23,825.52	24,323.81	24,822.10
38 900	22,835.03	23,374.85	23,873.14	24,371.43	24,869.72
39 000	22,882.65	23,422.46	23,920.75	24,419.04	24,917.33
39 100	22,932.35	23,472.16	23,970.45	24,468.74	24,967.03
39 200	22,982.04	23,521.86	24,020.15	24,518.44	25,016.73
39 300	23,031.74	23,571.56	24,069.85	24,568.14	25,066.43
39 400	23,081.44	23,621.26	24,119.55	24,617.84	25,116.13
39 500	23,131.14	23,670.96	24,169.25	24,667.54	25,165.83
39 600	23,180.84	23,720.65	24,218.95	24,717.24	25,215.53
39 700	23,230.54	23,770.35	24,268.64	24,766.93	25,265.22
39 800	23,280.24	23,820.05	24,318.34	24,816.63	25,314.92
39 900	23,329.94	23,869.75	24,368.04	24,866.33	25,364.62
40 000	23,379.64	23,919.45	24,417.74	24,916.03	25,414.32
40 100	23,429.33	23,969.15	24,467.44	24,965.73	25,464.02
40 200	23,479.03	24,018.85	24,517.14	25,015.43	25,513.72
40 300	23,528.73	24,068.55	24,566.84	25,065.13	25,563.42
40 400	23,578.43	24,118.25	24,616.54	25,114.83	25,613.12
40 500	23,628.13	24,167.94	24,666.24	25,164.53	25,662.82

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Worker with non-dependent spouse				
	Number of dependents				
	0	1	2	3	4 or more
40 600	23,677.83	24,217.64	24,715.93	25,214.22	25,712.51
40 700	23,727.53	24,267.34	24,765.63	25,263.92	25,762.21
40 800	23,777.23	24,317.04	24,815.33	25,313.62	25,811.91
40 900	23,826.93	24,366.74	24,865.03	25,363.32	25,861.61
41 000	23,876.62	24,416.44	24,914.73	25,413.02	25,911.31
41 100	23,926.32	24,466.14	24,964.43	25,462.72	25,961.01
41 200	23,976.02	24,515.84	25,014.13	25,512.42	26,010.71
41 300	24,025.72	24,565.54	25,063.83	25,562.12	26,060.41
41 400	24,075.42	24,615.23	25,113.53	25,611.82	26,110.11
41 500	24,125.12	24,664.93	25,163.22	25,661.51	26,159.81
41 600	24,174.82	24,714.63	25,212.92	25,711.21	26,209.50
41 700	24,224.52	24,764.33	25,262.62	25,760.91	26,259.20
41 800	24,274.22	24,814.03	25,312.32	25,810.61	26,308.90
41 900	24,323.91	24,863.73	25,362.02	25,860.31	26,358.60
42 000	24,373.61	24,913.43	25,411.72	25,910.01	26,408.30
42 100	24,423.31	24,963.13	25,461.42	25,959.71	26,458.00
42 200	24,473.01	25,012.83	25,511.12	26,009.41	26,507.70
42 300	24,522.71	25,062.53	25,560.82	26,059.11	26,557.40
42 400	24,572.41	25,112.22	25,610.51	26,108.80	26,607.10
42 500	24,622.11	25,161.92	25,660.21	26,158.50	26,656.79
42 600	24,671.81	25,211.62	25,709.91	26,208.20	26,706.49
42 700	24,721.51	25,261.32	25,759.61	26,257.90	26,756.19
42 800	24,771.20	25,311.02	25,809.31	26,307.60	26,805.89
42 900	24,820.90	25,360.72	25,859.01	26,357.30	26,855.59
43 000	24,870.60	25,410.42	25,908.71	26,407.00	26,905.29
43 100	24,920.30	25,460.12	25,958.41	26,456.70	26,954.99
43 200	24,970.00	25,509.82	26,008.11	26,506.40	27,004.69
43 300	25,019.70	25,559.51	26,057.80	26,556.09	27,054.39
43 400	25,069.40	25,609.21	26,107.50	26,605.79	27,104.08
43 500	25,119.10	25,658.91	26,157.20	26,655.49	27,153.78
43 600	25,168.80	25,708.61	26,206.90	26,705.19	27,203.48
43 700	25,218.50	25,758.31	26,256.60	26,754.89	27,253.18
43 800	25,268.19	25,808.01	26,306.30	26,804.59	27,302.88
43 900	25,317.89	25,857.71	26,356.00	26,854.29	27,352.58
44 000	25,367.59	25,907.41	26,405.70	26,903.99	27,402.28
44 100	25,417.29	25,957.11	26,455.40	26,953.69	27,451.98
44 200	25,466.99	26,006.80	26,505.09	27,003.38	27,501.68
44 300	25,516.69	26,056.50	26,554.79	27,053.08	27,551.37
44 400	25,566.39	26,106.20	26,604.49	27,102.78	27,601.07
44 500	25,616.09	26,155.90	26,654.19	27,152.48	27,650.77
44 600	25,665.79	26,205.60	26,703.89	27,202.18	27,700.47
44 700	25,715.48	26,255.30	26,753.59	27,251.88	27,750.17
44 800	25,765.18	26,305.00	26,803.29	27,301.58	27,799.87
44 900	25,814.88	26,354.70	26,852.99	27,351.28	27,849.57
45 000	25,864.58	26,404.40	26,902.69	27,400.98	27,899.27
45 100	25,914.28	26,454.09	26,952.38	27,450.68	27,948.97
45 200	25,963.98	26,503.79	27,002.08	27,500.37	27,998.66
45 300	26,013.68	26,553.49	27,051.78	27,550.07	28,048.36
45 400	26,063.38	26,603.19	27,101.48	27,599.77	28,098.06
45 500	26,113.08	26,652.89	27,151.18	27,649.47	28,147.76

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Worker with non-dependent spouse				
	Number of dependents				
	0	1	2	3	4 or more
45 600	26,162.77	26,702.59	27,200.88	27,699.17	28,197.46
45 700	26,212.47	26,752.29	27,250.58	27,748.87	28,247.16
45 800	26,262.17	26,801.99	27,300.28	27,798.57	28,296.86
45 900	26,311.87	26,851.69	27,349.98	27,848.27	28,346.56
46 000	26,361.57	26,901.38	27,399.67	27,897.97	28,396.26
46 100	26,411.27	26,951.08	27,449.37	27,947.66	28,445.95
46 200	26,460.97	27,000.78	27,499.07	27,997.36	28,495.65
46 300	26,510.67	27,050.48	27,548.77	28,047.06	28,545.35
46 400	26,560.37	27,100.18	27,598.47	28,096.76	28,595.05
46 500	26,610.06	27,149.88	27,648.17	28,146.46	28,644.75
46 600	26,659.76	27,199.58	27,697.87	28,196.16	28,694.45
46 700	26,709.46	27,249.28	27,747.57	28,245.86	28,744.15
46 800	26,759.16	27,298.98	27,797.27	28,295.56	28,793.85
46 900	26,808.86	27,348.67	27,846.96	28,345.26	28,843.55
47 000	26,858.56	27,398.37	27,896.66	28,394.95	28,893.24
47 100	26,908.26	27,448.07	27,946.36	28,444.65	28,942.94
47 200	26,957.96	27,497.77	27,996.06	28,494.35	28,992.64
47 300	27,007.66	27,547.47	28,045.76	28,544.05	29,042.34
47 400	27,057.35	27,597.17	28,095.46	28,593.75	29,092.04
47 500	27,107.05	27,646.87	28,145.16	28,643.45	29,141.74
47 600	27,156.75	27,696.57	28,194.86	28,693.15	29,191.44
47 700	27,206.45	27,746.27	28,244.56	28,742.85	29,241.14
47 800	27,256.15	27,795.96	28,294.25	28,792.55	29,290.84
47 900	27,305.85	27,845.66	28,343.95	28,842.24	29,340.53
48 000	27,354.87	27,894.69	28,392.98	28,891.27	29,389.56
48 100	27,402.47	27,942.28	28,440.57	28,938.86	29,437.15
48 200	27,450.06	27,989.88	28,488.17	28,986.46	29,484.75
48 300	27,497.65	28,037.47	28,535.76	29,034.05	29,532.34
48 400	27,545.25	28,085.06	28,583.35	29,081.64	29,579.93
48 500	27,592.84	28,132.65	28,630.94	29,129.23	29,627.53
48 600	27,640.43	28,180.25	28,678.54	29,176.83	29,675.12
48 700	27,688.03	28,227.84	28,726.13	29,224.42	29,722.71
48 800	27,735.62	28,275.43	28,773.72	29,272.01	29,770.30
48 900	27,783.21	28,323.03	28,821.32	29,319.61	29,817.90
49 000	27,830.80	28,370.62	28,868.91	29,367.20	29,865.49
49 100	27,878.40	28,418.21	28,916.50	29,414.79	29,913.08
49 200	27,925.99	28,465.80	28,964.09	29,462.39	29,960.68
49 300	27,973.58	28,513.40	29,011.69	29,509.98	30,008.27
49 400	28,021.18	28,560.99	29,059.28	29,557.57	30,055.86
49 500	28,068.77	28,608.58	29,106.87	29,605.16	30,103.45
49 600	28,116.36	28,656.18	29,154.47	29,652.76	30,151.05
49 700	28,163.95	28,703.77	29,202.06	29,700.35	30,198.64
49 800	28,211.55	28,751.36	29,249.65	29,747.94	30,246.23
49 900	28,259.14	28,798.95	29,297.25	29,795.54	30,293.83
50 000	28,306.73	28,846.55	29,344.84	29,843.13	30,341.42
50 100	28,351.62	28,891.43	29,389.72	29,888.01	30,386.30
50 200	28,396.50	28,936.32	29,434.61	29,932.90	30,431.19
50 300	28,441.39	28,981.20	29,479.49	29,977.78	30,476.07
50 400	28,486.27	29,026.09	29,524.38	30,022.67	30,520.96
50 500	28,531.16	29,070.97	29,569.26	30,067.55	30,565.84

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Single or single-parent family Number of dependents				
	0	1	2	3	4 or more
	100	87.57	87.57	87.57	87.57
200	175.14	175.14	175.14	175.14	175.14
300	262.71	262.71	262.71	262.71	262.71
400	350.28	350.28	350.28	350.28	350.28
500	437.85	437.85	437.85	437.85	437.85
600	525.42	525.42	525.42	525.42	525.42
700	612.99	612.99	612.99	612.99	612.99
800	700.56	700.56	700.56	700.56	700.56
900	788.13	788.13	788.13	788.13	788.13
1 000	875.70	875.70	875.70	875.70	875.70
1 100	963.27	963.27	963.27	963.27	963.27
1 200	1,050.84	1,050.84	1,050.84	1,050.84	1,050.84
1 300	1,138.41	1,138.41	1,138.41	1,138.41	1,138.41
1 400	1,225.98	1,225.98	1,225.98	1,225.98	1,225.98
1 500	1,313.55	1,313.55	1,313.55	1,313.55	1,313.55
1 600	1,401.12	1,401.12	1,401.12	1,401.12	1,401.12
1 700	1,488.69	1,488.69	1,488.69	1,488.69	1,488.69
1 800	1,576.26	1,576.26	1,576.26	1,576.26	1,576.26
1 900	1,663.83	1,663.83	1,663.83	1,663.83	1,663.83
2 000	1,751.40	1,751.40	1,751.40	1,751.40	1,751.40
2 100	1,838.97	1,838.97	1,838.97	1,838.97	1,838.97
2 200	1,926.54	1,926.54	1,926.54	1,926.54	1,926.54
2 300	2,014.11	2,014.11	2,014.11	2,014.11	2,014.11
2 400	2,101.68	2,101.68	2,101.68	2,101.68	2,101.68
2 500	2,189.25	2,189.25	2,189.25	2,189.25	2,189.25
2 600	2,276.82	2,276.82	2,276.82	2,276.82	2,276.82
2 700	2,364.39	2,364.39	2,364.39	2,364.39	2,364.39
2 800	2,451.96	2,451.96	2,451.96	2,451.96	2,451.96
2 900	2,539.53	2,539.53	2,539.53	2,539.53	2,539.53
3 000	2,627.10	2,627.10	2,627.10	2,627.10	2,627.10
3 100	2,714.67	2,714.67	2,714.67	2,714.67	2,714.67
3 200	2,802.24	2,802.24	2,802.24	2,802.24	2,802.24
3 300	2,889.81	2,889.81	2,889.81	2,889.81	2,889.81
3 400	2,977.38	2,977.38	2,977.38	2,977.38	2,977.38
3 500	3,064.95	3,064.95	3,064.95	3,064.95	3,064.95
3 600	3,149.37	3,149.37	3,149.37	3,149.37	3,149.37
3 700	3,233.79	3,233.79	3,233.79	3,233.79	3,233.79
3 800	3,318.21	3,318.21	3,318.21	3,318.21	3,318.21
3 900	3,402.63	3,402.63	3,402.63	3,402.63	3,402.63
4 000	3,487.05	3,487.05	3,487.05	3,487.05	3,487.05
4 100	3,571.47	3,571.47	3,571.47	3,571.47	3,571.47
4 200	3,655.89	3,655.89	3,655.89	3,655.89	3,655.89
4 300	3,740.31	3,740.31	3,740.31	3,740.31	3,740.31
4 400	3,824.73	3,824.73	3,824.73	3,824.73	3,824.73
4 500	3,909.15	3,909.15	3,909.15	3,909.15	3,909.15
4 600	3,993.57	3,993.57	3,993.57	3,993.57	3,993.57
4 700	4,077.99	4,077.99	4,077.99	4,077.99	4,077.99
4 800	4,162.41	4,162.41	4,162.41	4,162.41	4,162.41
4 900	4,246.83	4,246.83	4,246.83	4,246.83	4,246.83
5 000	4,331.25	4,331.25	4,331.25	4,331.25	4,331.25

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Single or single-parent family Number of dependents				
	0	1	2	3	4 or more
	5 100	4,415.67	4,415.67	4,415.67	4,415.67
5 200	4,500.09	4,500.09	4,500.09	4,500.09	4,500.09
5 300	4,584.51	4,584.51	4,584.51	4,584.51	4,584.51
5 400	4,668.93	4,668.93	4,668.93	4,668.93	4,668.93
5 500	4,753.35	4,753.35	4,753.35	4,753.35	4,753.35
5 600	4,837.77	4,837.77	4,837.77	4,837.77	4,837.77
5 700	4,922.19	4,922.19	4,922.19	4,922.19	4,922.19
5 800	5,006.61	5,006.61	5,006.61	5,006.61	5,006.61
5 900	5,091.03	5,091.03	5,091.03	5,091.03	5,091.03
6 000	5,175.45	5,175.45	5,175.45	5,175.45	5,175.45
6 100	5,259.87	5,259.87	5,259.87	5,259.87	5,259.87
6 200	5,344.29	5,344.29	5,344.29	5,344.29	5,344.29
6 300	5,428.71	5,428.71	5,428.71	5,428.71	5,428.71
6 400	5,513.13	5,513.13	5,513.13	5,513.13	5,513.13
6 500	5,597.55	5,597.55	5,597.55	5,597.55	5,597.55
6 600	5,681.97	5,681.97	5,681.97	5,681.97	5,681.97
6 700	5,766.39	5,766.39	5,766.39	5,766.39	5,766.39
6 800	5,850.81	5,850.81	5,850.81	5,850.81	5,850.81
6 900	5,935.23	5,935.23	5,935.23	5,935.23	5,935.23
7 000	6,019.65	6,019.65	6,019.65	6,019.65	6,019.65
7 100	6,104.07	6,104.07	6,104.07	6,104.07	6,104.07
7 200	6,188.49	6,188.49	6,188.49	6,188.49	6,188.49
7 300	6,269.38	6,272.91	6,272.91	6,272.91	6,272.91
7 400	6,341.30	6,357.33	6,357.33	6,357.33	6,357.33
7 500	6,413.23	6,441.75	6,441.75	6,441.75	6,441.75
7 600	6,485.15	6,526.17	6,526.17	6,526.17	6,526.17
7 700	6,557.08	6,610.59	6,610.59	6,610.59	6,610.59
7 800	6,629.00	6,695.01	6,695.01	6,695.01	6,695.01
7 900	6,700.93	6,779.43	6,779.43	6,779.43	6,779.43
8 000	6,772.86	6,863.85	6,863.85	6,863.85	6,863.85
8 100	6,844.78	6,948.27	6,948.27	6,948.27	6,948.27
8 200	6,916.71	7,032.69	7,032.69	7,032.69	7,032.69
8 300	6,988.63	7,117.11	7,117.11	7,117.11	7,117.11
8 400	7,060.56	7,201.53	7,201.53	7,201.53	7,201.53
8 500	7,132.48	7,285.95	7,285.95	7,285.95	7,285.95
8 600	7,204.41	7,370.37	7,370.37	7,370.37	7,370.37
8 700	7,276.33	7,454.79	7,454.79	7,454.79	7,454.79
8 800	7,348.26	7,539.21	7,539.21	7,539.21	7,539.21
8 900	7,420.19	7,623.63	7,623.63	7,623.63	7,623.63
9 000	7,492.11	7,708.05	7,708.05	7,708.05	7,708.05
9 100	7,564.04	7,792.47	7,792.47	7,792.47	7,792.47
9 200	7,635.96	7,876.89	7,876.89	7,876.89	7,876.89
9 300	7,707.89	7,961.31	7,961.31	7,961.31	7,961.31
9 400	7,779.81	8,045.73	8,045.73	8,045.73	8,045.73
9 500	7,851.74	8,130.15	8,130.15	8,130.15	8,130.15
9 600	7,923.66	8,214.57	8,214.57	8,214.57	8,214.57
9 700	7,995.59	8,298.99	8,298.99	8,298.99	8,298.99
9 800	8,067.52	8,383.41	8,383.41	8,383.41	8,383.41
9 900	8,139.44	8,467.83	8,467.83	8,467.83	8,467.83
10 000	8,211.37	8,552.25	8,552.25	8,552.25	8,552.25

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Single or single-parent family Number of dependents				
	0	1	2	3	4 or more
	10 100	8,283.29	8,636.67	8,636.67	8,636.67
10 200	8,355.22	8,721.09	8,721.09	8,721.09	8,721.09
10 300	8,427.14	8,805.51	8,805.51	8,805.51	8,805.51
10 400	8,499.07	8,889.93	8,889.93	8,889.93	8,889.93
10 500	8,570.99	8,974.35	8,974.35	8,974.35	8,974.35
10 600	8,642.92	9,058.77	9,058.77	9,058.77	9,058.77
10 700	8,713.94	9,143.19	9,143.19	9,143.19	9,143.19
10 800	8,767.81	9,227.61	9,227.61	9,227.61	9,227.61
10 900	8,821.69	9,312.03	9,312.03	9,312.03	9,312.03
11 000	8,875.56	9,396.45	9,396.45	9,396.45	9,396.45
11 100	8,929.43	9,480.87	9,480.87	9,480.87	9,480.87
11 200	8,983.30	9,565.29	9,565.29	9,565.29	9,565.29
11 300	9,037.17	9,649.71	9,649.71	9,649.71	9,649.71
11 400	9,091.04	9,734.13	9,734.13	9,734.13	9,734.13
11 500	9,144.92	9,818.55	9,818.55	9,818.55	9,818.55
11 600	9,198.79	9,902.97	9,902.97	9,902.97	9,902.97
11 700	9,252.66	9,987.39	9,987.39	9,987.39	9,987.39
11 800	9,306.53	10,071.81	10,071.81	10,071.81	10,071.81
11 900	9,360.40	10,156.23	10,156.23	10,156.23	10,156.23
12 000	9,414.27	10,240.65	10,240.65	10,240.65	10,240.65
12 100	9,468.14	10,325.07	10,325.07	10,325.07	10,325.07
12 200	9,522.02	10,409.49	10,409.49	10,409.49	10,409.49
12 300	9,575.89	10,493.91	10,493.91	10,493.91	10,493.91
12 400	9,629.76	10,578.33	10,578.33	10,578.33	10,578.33
12 500	9,683.63	10,662.75	10,662.75	10,662.75	10,662.75
12 600	9,737.50	10,747.17	10,747.17	10,747.17	10,747.17
12 700	9,791.37	10,831.59	10,831.59	10,831.59	10,831.59
12 800	9,845.25	10,916.01	10,916.01	10,916.01	10,916.01
12 900	9,899.12	11,000.43	11,000.43	11,000.43	11,000.43
13 000	9,952.99	11,084.85	11,084.85	11,084.85	11,084.85
13 100	10,006.86	11,169.27	11,169.27	11,169.27	11,169.27
13 200	10,060.73	11,253.69	11,253.69	11,253.69	11,253.69
13 300	10,114.60	11,338.11	11,338.11	11,338.11	11,338.11
13 400	10,168.47	11,422.53	11,422.53	11,422.53	11,422.53
13 500	10,222.35	11,506.95	11,506.95	11,506.95	11,506.95
13 600	10,276.22	11,585.84	11,585.84	11,585.84	11,585.84
13 700	10,330.09	11,658.27	11,658.27	11,658.27	11,658.27
13 800	10,383.96	11,730.71	11,730.71	11,730.71	11,730.71
13 900	10,437.83	11,803.15	11,803.15	11,803.15	11,803.15
14 000	10,491.70	11,875.13	11,875.13	11,875.13	11,875.13
14 100	10,545.58	11,947.06	11,947.06	11,947.06	11,947.06
14 200	10,599.45	12,018.99	12,018.99	12,018.99	12,018.99
14 300	10,653.32	12,090.91	12,090.91	12,090.91	12,090.91
14 400	10,707.19	12,162.84	12,162.84	12,162.84	12,162.84
14 500	10,761.06	12,234.76	12,234.76	12,234.76	12,234.76
14 600	10,814.93	12,306.69	12,306.69	12,306.69	12,306.69
14 700	10,868.81	12,378.61	12,378.61	12,378.61	12,378.61
14 800	10,922.68	12,450.54	12,450.54	12,450.54	12,450.54
14 900	10,976.55	12,522.46	12,522.46	12,522.46	12,522.46
15 000	11,030.42	12,594.39	12,594.39	12,594.39	12,594.39
15 100	11,084.29	12,666.32	12,666.32	12,666.32	12,666.32

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Single or single-parent family Number of dependents				
	0	1	2	3	4 or more
	15 200	11,138.16	12,738.24	12,738.24	12,738.24
15 300	11,192.03	12,810.17	12,810.17	12,810.17	12,810.17
15 400	11,245.91	12,882.09	12,882.09	12,882.09	12,882.09
15 500	11,299.78	12,954.02	12,954.02	12,954.02	12,954.02
15 600	11,353.65	13,025.94	13,025.94	13,025.94	13,025.94
15 700	11,407.52	13,097.87	13,097.87	13,097.87	13,097.87
15 800	11,461.39	13,169.79	13,169.79	13,169.79	13,169.79
15 900	11,515.26	13,241.72	13,241.72	13,241.72	13,241.72
16 000	11,569.14	13,313.65	13,313.65	13,313.65	13,313.65
16 100	11,623.01	13,385.57	13,385.57	13,385.57	13,385.57
16 200	11,676.88	13,457.50	13,457.50	13,457.50	13,457.50
16 300	11,730.75	13,529.42	13,529.42	13,529.42	13,529.42
16 400	11,784.62	13,601.35	13,601.35	13,601.35	13,601.35
16 500	11,838.49	13,673.27	13,673.27	13,673.27	13,673.27
16 600	11,892.36	13,745.20	13,745.20	13,745.20	13,745.20
16 700	11,946.24	13,817.12	13,817.12	13,817.12	13,817.12
16 800	12,000.11	13,889.05	13,889.05	13,889.05	13,889.05
16 900	12,053.98	13,960.98	13,960.98	13,960.98	13,960.98
17 000	12,107.85	14,032.90	14,032.90	14,032.90	14,032.90
17 100	12,161.72	14,104.83	14,104.83	14,104.83	14,104.83
17 200	12,215.59	14,176.75	14,176.75	14,176.75	14,176.75
17 300	12,269.47	14,248.68	14,248.68	14,248.68	14,248.68
17 400	12,323.34	14,320.60	14,320.60	14,320.60	14,320.60
17 500	12,377.21	14,392.53	14,392.53	14,392.53	14,392.53
17 600	12,431.08	14,464.46	14,464.46	14,464.46	14,464.46
17 700	12,484.95	14,536.38	14,536.38	14,536.38	14,536.38
17 800	12,538.82	14,608.31	14,608.31	14,608.31	14,608.31
17 900	12,592.70	14,680.23	14,680.23	14,680.23	14,680.23
18 000	12,646.57	14,752.16	14,752.16	14,752.16	14,752.16
18 100	12,700.44	14,824.08	14,824.08	14,824.08	14,824.08
18 200	12,754.31	14,896.01	14,896.01	14,896.01	14,896.01
18 300	12,808.18	14,967.93	14,967.93	14,967.93	14,967.93
18 400	12,862.05	15,039.86	15,039.86	15,039.86	15,039.86
18 500	12,915.92	15,111.79	15,111.79	15,111.79	15,111.79
18 600	12,969.80	15,183.71	15,183.71	15,183.71	15,183.71
18 700	13,023.67	15,255.64	15,255.64	15,255.64	15,255.64
18 800	13,077.54	15,327.56	15,327.56	15,327.56	15,327.56
18 900	13,131.41	15,399.49	15,399.49	15,399.49	15,399.49
19 000	13,185.28	15,471.41	15,471.41	15,471.41	15,471.41
19 100	13,239.15	15,543.34	15,543.34	15,543.34	15,543.34
19 200	13,293.03	15,615.26	15,615.26	15,615.26	15,615.26
19 300	13,346.90	15,687.19	15,687.19	15,687.19	15,687.19
19 400	13,400.77	15,759.12	15,759.12	15,759.12	15,759.12
19 500	13,454.86	15,831.04	15,831.04	15,831.04	15,831.04
19 600	13,509.25	15,902.97	15,902.97	15,902.97	15,902.97
19 700	13,563.63	15,974.89	15,974.89	15,974.89	15,974.89
19 800	13,618.01	16,046.82	16,046.82	16,046.82	16,046.82
19 900	13,672.40	16,118.74	16,118.74	16,118.74	16,118.74
20 000	13,726.78	16,190.67	16,190.67	16,190.67	16,190.67
20 100	13,781.16	16,262.59	16,262.59	16,262.59	16,262.59
20 200	13,835.54	16,334.52	16,334.52	16,334.52	16,334.52

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Single or single-parent family Number of dependents				
	0	1	2	3	4 or more
	20 300	13,889.93	16,406.45	16,406.45	16,406.45
20 400	13,944.31	16,478.37	16,478.37	16,478.37	16,478.37
20 500	13,998.69	16,550.30	16,550.30	16,550.30	16,550.30
20 600	14,053.07	16,622.22	16,622.22	16,622.22	16,622.22
20 700	14,107.46	16,694.15	16,694.15	16,694.15	16,694.15
20 800	14,161.84	16,766.07	16,766.07	16,766.07	16,766.07
20 900	14,216.22	16,838.00	16,838.00	16,838.00	16,838.00
21 000	14,270.60	16,909.92	16,909.92	16,909.92	16,909.92
21 100	14,324.99	16,981.85	16,981.85	16,981.85	16,981.85
21 200	14,379.37	17,045.65	17,053.78	17,053.78	17,053.78
21 300	14,433.75	17,099.52	17,125.70	17,125.70	17,125.70
21 400	14,488.13	17,153.39	17,197.63	17,197.63	17,197.63
21 500	14,542.52	17,207.27	17,269.55	17,269.55	17,269.55
21 600	14,596.90	17,261.14	17,341.48	17,341.48	17,341.48
21 700	14,651.28	17,315.01	17,413.40	17,413.40	17,413.40
21 800	14,705.66	17,368.88	17,485.33	17,485.33	17,485.33
21 900	14,760.05	17,422.75	17,557.25	17,557.25	17,557.25
22 000	14,814.43	17,476.62	17,629.18	17,629.18	17,629.18
22 100	14,868.81	17,530.49	17,701.11	17,701.11	17,701.11
22 200	14,923.19	17,584.37	17,773.03	17,773.03	17,773.03
22 300	14,977.58	17,638.24	17,844.96	17,844.96	17,844.96
22 400	15,031.96	17,692.11	17,916.88	17,916.88	17,916.88
22 500	15,086.34	17,745.98	17,988.81	17,988.81	17,988.81
22 600	15,140.72	17,799.85	18,060.73	18,060.73	18,060.73
22 700	15,195.11	17,853.72	18,132.66	18,132.66	18,132.66
22 800	15,249.49	17,907.60	18,204.58	18,204.58	18,204.58
22 900	15,303.87	17,961.47	18,276.51	18,276.51	18,276.51
23 000	15,358.26	18,015.34	18,348.44	18,348.44	18,348.44
23 100	15,412.64	18,069.21	18,420.36	18,420.36	18,420.36
23 200	15,467.02	18,123.08	18,492.29	18,492.29	18,492.29
23 300	15,521.40	18,176.95	18,564.21	18,564.21	18,564.21
23 400	15,575.79	18,230.83	18,636.14	18,636.14	18,636.14
23 500	15,630.17	18,284.70	18,708.06	18,708.06	18,708.06
23 600	15,684.55	18,338.57	18,779.99	18,779.99	18,779.99
23 700	15,738.93	18,392.44	18,851.91	18,851.91	18,851.91
23 800	15,793.32	18,446.31	18,923.84	18,923.84	18,923.84
23 900	15,847.70	18,500.18	18,995.77	18,995.77	18,995.77
24 000	15,902.08	18,554.05	19,052.35	19,067.69	19,067.69
24 100	15,956.46	18,607.93	19,106.22	19,139.62	19,139.62
24 200	16,010.85	18,661.80	19,160.09	19,211.54	19,211.54
24 300	16,065.23	18,715.67	19,213.96	19,283.47	19,283.47
24 400	16,119.61	18,769.54	19,267.83	19,355.39	19,355.39
24 500	16,173.99	18,823.41	19,321.70	19,427.32	19,427.32
24 600	16,228.38	18,877.28	19,375.57	19,499.24	19,499.24
24 700	16,282.76	18,931.16	19,429.45	19,571.17	19,571.17
24 800	16,337.14	18,985.03	19,483.32	19,643.10	19,643.10
24 900	16,391.52	19,038.90	19,537.19	19,715.02	19,715.02
25 000	16,445.91	19,092.77	19,591.06	19,786.95	19,786.95
25 100	16,497.58	19,143.93	19,642.22	19,858.87	19,858.87
25 200	16,549.26	19,195.10	19,693.39	19,930.80	19,930.80
25 300	16,600.93	19,246.26	19,744.55	20,002.72	20,002.72

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Single or single-parent family Number of dependents				
	0	1	2	3	4 or more
	25 400	16,652.60	19,297.42	19,795.71	20,074.65
25 500	16,704.28	19,348.59	19,846.88	20,146.57	20,146.57
25 600	16,755.95	19,399.75	19,898.04	20,218.50	20,218.50
25 700	16,807.63	19,450.91	19,949.20	20,290.43	20,290.43
25 800	16,859.30	19,502.08	20,000.37	20,362.35	20,362.35
25 900	16,910.98	19,553.24	20,051.53	20,434.28	20,434.28
26 000	16,962.65	19,604.40	20,102.70	20,506.20	20,506.20
26 100	17,011.21	19,647.04	20,145.33	20,578.13	20,578.13
26 200	17,059.77	19,689.67	20,187.96	20,650.05	20,650.05
26 300	17,108.33	19,732.30	20,230.59	20,721.98	20,721.98
26 400	17,156.89	19,774.94	20,273.23	20,771.52	20,793.90
26 500	17,205.45	19,817.57	20,315.86	20,814.15	20,865.83
26 600	17,254.01	19,860.20	20,358.49	20,856.78	20,937.76
26 700	17,302.57	19,902.84	20,401.13	20,899.42	21,009.68
26 800	17,351.13	19,945.47	20,443.76	20,942.05	21,081.61
26 900	17,399.69	19,988.10	20,486.39	20,984.68	21,153.53
27 000	17,448.25	20,030.73	20,529.02	21,027.32	21,225.46
27 100	17,496.81	20,073.37	20,571.66	21,069.95	21,297.38
27 200	17,545.37	20,116.00	20,614.29	21,112.58	21,369.31
27 300	17,593.93	20,158.63	20,656.92	21,155.21	21,441.23
27 400	17,642.49	20,201.27	20,699.56	21,197.85	21,513.16
27 500	17,691.05	20,243.90	20,742.19	21,240.48	21,585.09
27 600	17,739.61	20,286.53	20,784.82	21,283.11	21,657.01
27 700	17,788.17	20,329.16	20,827.46	21,325.75	21,728.94
27 800	17,836.73	20,371.80	20,870.09	21,368.38	21,800.86
27 900	17,885.29	20,414.43	20,912.72	21,411.01	21,872.79
28 000	17,933.85	20,457.06	20,955.35	21,453.64	21,944.71
28 100	17,982.42	20,499.70	20,997.99	21,496.28	21,994.57
28 200	18,030.98	20,542.33	21,040.62	21,538.91	22,037.20
28 300	18,079.54	20,584.96	21,083.25	21,581.54	22,079.83
28 400	18,128.10	20,627.60	21,125.89	21,624.18	22,122.47
28 500	18,176.66	20,670.23	21,168.52	21,666.81	22,165.10
28 600	18,225.22	20,712.86	21,211.15	21,709.44	22,207.73
28 700	18,273.78	20,755.49	21,253.78	21,752.08	22,250.37
28 800	18,322.34	20,798.13	21,296.42	21,794.71	22,293.00
28 900	18,370.90	20,840.76	21,339.05	21,837.34	22,335.63
29 000	18,419.46	20,883.39	21,381.68	21,879.97	22,378.26
29 100	18,468.02	20,926.03	21,424.32	21,922.61	22,420.90
29 200	18,516.58	20,968.66	21,466.95	21,965.24	22,463.53
29 300	18,565.14	21,011.29	21,509.58	22,007.87	22,506.16
29 400	18,613.70	21,053.93	21,552.22	22,050.51	22,548.80
29 500	18,662.26	21,096.56	21,594.85	22,093.14	22,591.43
29 600	18,710.14	21,138.51	21,636.80	22,135.10	22,633.39
29 700	18,751.94	21,174.38	21,672.67	22,170.96	22,669.26
29 800	18,793.73	21,210.25	21,708.54	22,206.83	22,705.12
29 900	18,835.53	21,246.12	21,744.41	22,242.70	22,740.99
30 000	18,877.33	21,281.99	21,780.28	22,278.57	22,776.86
30 100	18,919.12	21,317.86	21,816.15	22,314.44	22,812.73
30 200	18,960.92	21,353.73	21,852.02	22,350.31	22,848.60
30 300	19,002.72	21,389.60	21,887.89	22,386.18	22,884.47

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Single or single-parent family Number of dependents				
	0	1	2	3	4 or more
	30 400	19,044.51	21,425.47	21,923.76	22,422.05
30 500	19,086.31	21,461.34	21,959.63	22,457.92	22,956.21
30 600	19,128.11	21,497.21	21,995.50	22,493.79	22,992.08
30 700	19,169.90	21,533.08	22,031.37	22,529.66	23,027.95
30 800	19,211.70	21,568.95	22,067.24	22,565.53	23,063.82
30 900	19,253.50	21,604.82	22,103.11	22,601.40	23,099.69
31 000	19,295.29	21,640.69	22,138.98	22,637.27	23,135.56
31 100	19,337.09	21,676.56	22,174.85	22,673.14	23,171.43
31 200	19,378.89	21,712.43	22,210.72	22,709.01	23,207.30
31 300	19,420.68	21,748.30	22,246.59	22,744.88	23,243.17
31 400	19,462.48	21,784.16	22,282.45	22,780.75	23,279.04
31 500	19,504.28	21,820.03	22,318.32	22,816.61	23,314.91
31 600	19,546.07	21,855.90	22,354.19	22,852.48	23,350.77
31 700	19,587.87	21,891.77	22,390.06	22,888.35	23,386.64
31 800	19,629.67	21,927.64	22,425.93	22,924.22	23,422.51
31 900	19,671.46	21,963.51	22,461.80	22,960.09	23,458.38
32 000	19,713.26	21,999.38	22,497.67	22,995.96	23,494.25
32 100	19,755.06	22,035.25	22,533.54	23,031.83	23,530.12
32 200	19,796.85	22,071.12	22,569.41	23,067.70	23,565.99
32 300	19,838.65	22,106.99	22,605.28	23,103.57	23,601.86
32 400	19,880.45	22,142.86	22,641.15	23,139.44	23,637.73
32 500	19,922.24	22,178.73	22,677.02	23,175.31	23,673.60
32 600	19,964.04	22,214.60	22,712.89	23,211.18	23,709.47
32 700	20,005.84	22,250.47	22,748.76	23,247.05	23,745.34
32 800	20,047.63	22,286.34	22,784.63	23,282.92	23,781.21
32 900	20,089.43	22,322.21	22,820.50	23,318.79	23,817.08
33 000	20,131.23	22,358.08	22,856.37	23,354.66	23,852.95
33 100	20,176.14	22,397.06	22,895.35	23,393.64	23,891.93
33 200	20,221.05	22,436.04	22,934.33	23,432.62	23,930.91
33 300	20,265.96	22,475.03	22,973.32	23,471.61	23,969.90
33 400	20,310.87	22,514.01	23,012.30	23,510.59	24,008.88
33 500	20,355.78	22,552.99	23,051.28	23,549.58	24,047.87
33 600	20,400.69	22,591.98	23,090.27	23,588.56	24,086.85
33 700	20,445.60	22,630.96	23,129.25	23,627.54	24,125.83
33 800	20,490.52	22,669.95	23,168.24	23,666.53	24,164.82
33 900	20,535.43	22,708.93	23,207.22	23,705.51	24,203.80
34 000	20,580.34	22,747.91	23,246.20	23,744.49	24,242.78
34 100	20,625.25	22,786.90	23,285.19	23,783.48	24,281.77
34 200	20,670.16	22,825.88	23,324.17	23,822.46	24,320.75
34 300	20,715.07	22,864.86	23,363.16	23,861.45	24,359.74
34 400	20,759.98	22,903.85	23,402.14	23,900.43	24,398.72
34 500	20,804.89	22,942.83	23,441.12	23,939.41	24,437.70
34 600	20,849.80	22,981.82	23,480.11	23,978.40	24,476.69
34 700	20,894.71	23,020.80	23,519.09	24,017.38	24,515.67
34 800	20,939.63	23,059.78	23,558.07	24,056.36	24,554.65
34 900	20,984.54	23,098.77	23,597.06	24,095.35	24,593.64
35 000	21,029.45	23,137.75	23,636.04	24,134.33	24,632.62
35 100	21,074.36	23,176.73	23,675.03	24,173.32	24,671.61
35 200	21,119.27	23,215.72	23,714.01	24,212.30	24,710.59
35 300	21,164.18	23,254.70	23,752.99	24,251.28	24,749.57
35 400	21,209.09	23,293.69	23,791.98	24,290.27	24,788.56

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Single or single-parent family Number of dependents				
	0	1	2	3	4 or more
	35 500	21,254.00	23,332.67	23,830.96	24,329.25
35 600	21,298.91	23,371.65	23,869.94	24,368.23	24,866.52
35 700	21,343.82	23,410.64	23,908.93	24,407.22	24,905.51
35 800	21,388.74	23,449.62	23,947.91	24,446.20	24,944.49
35 900	21,433.65	23,488.60	23,986.90	24,485.19	24,983.48
36 000	21,478.56	23,527.59	24,025.88	24,524.17	25,022.46
36 100	21,523.47	23,566.57	24,064.86	24,563.15	25,061.44
36 200	21,568.38	23,605.56	24,103.85	24,602.14	25,100.43
36 300	21,613.29	23,644.54	24,142.83	24,641.12	25,139.41
36 400	21,658.20	23,683.52	24,181.81	24,680.10	25,178.39
36 500	21,703.11	23,722.51	24,220.80	24,719.09	25,217.38
36 600	21,748.02	23,761.49	24,259.78	24,758.07	25,256.36
36 700	21,792.93	23,800.47	24,298.77	24,797.06	25,295.35
36 800	21,837.85	23,839.46	24,337.75	24,836.04	25,334.33
36 900	21,882.76	23,878.44	24,376.73	24,875.02	25,373.31
37 000	21,930.37	23,920.13	24,418.42	24,916.71	25,415.00
37 100	21,977.98	23,961.82	24,460.11	24,958.40	25,456.69
37 200	22,025.60	24,003.50	24,501.79	25,000.08	25,498.37
37 300	22,073.21	24,045.19	24,543.48	25,041.77	25,540.06
37 400	22,120.83	24,086.88	24,585.17	25,083.46	25,581.75
37 500	22,168.44	24,128.56	24,626.85	25,125.14	25,623.43
37 600	22,216.05	24,170.25	24,668.54	25,166.83	25,665.12
37 700	22,263.67	24,211.94	24,710.23	25,208.52	25,706.81
37 800	22,311.28	24,253.62	24,751.91	25,250.20	25,748.49
37 900	22,358.89	24,295.31	24,793.60	25,291.89	25,790.18
38 000	22,406.51	24,337.00	24,835.29	25,333.58	25,831.87
38 100	22,454.12	24,378.68	24,876.97	25,375.26	25,873.55
38 200	22,501.74	24,420.37	24,918.66	25,416.95	25,915.24
38 300	22,549.35	24,462.06	24,960.35	25,458.64	25,956.93
38 400	22,596.96	24,503.74	25,002.03	25,500.32	25,998.61
38 500	22,644.58	24,545.43	25,043.72	25,542.01	26,040.30
38 600	22,692.19	24,587.11	25,085.41	25,583.70	26,081.99
38 700	22,739.81	24,628.80	25,127.09	25,625.38	26,123.67
38 800	22,787.42	24,670.49	25,168.78	25,667.07	26,165.36
38 900	22,835.03	24,712.17	25,210.47	25,708.76	26,207.05
39 000	22,882.65	24,754.31	25,252.60	25,750.89	26,249.18
39 100	22,932.35	24,798.59	25,296.88	25,795.17	26,293.46
39 200	22,982.04	24,842.88	25,341.17	25,839.46	26,337.75
39 300	23,031.74	24,887.16	25,385.45	25,883.74	26,382.03
39 400	23,081.44	24,931.44	25,429.73	25,928.02	26,426.31
39 500	23,131.14	24,975.72	25,474.01	25,972.31	26,470.60
39 600	23,180.84	25,020.01	25,518.30	26,016.59	26,514.88
39 700	23,230.54	25,064.29	25,562.58	26,060.87	26,559.16
39 800	23,280.24	25,108.57	25,606.86	26,105.15	26,603.44
39 900	23,329.94	25,152.86	25,651.15	26,149.44	26,647.73
40 000	23,379.64	25,197.14	25,695.43	26,193.72	26,692.01
40 100	23,429.33	25,241.42	25,739.71	26,238.00	26,736.29
40 200	23,479.03	25,285.70	25,783.99	26,282.28	26,780.57
40 300	23,528.73	25,329.99	25,828.28	26,326.57	26,824.86
40 400	23,578.43	25,374.27	25,872.56	26,370.85	26,869.14
40 500	23,628.13	25,418.55	25,916.84	26,415.13	26,913.42

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Single or single-parent family Number of dependents				
	0	1	2	3	4 or more
	40 600	23,677.83	25,462.83	25,961.12	26,459.42
40 700	23,727.53	25,507.12	26,005.41	26,503.70	27,001.99
40 800	23,777.23	25,551.40	26,049.69	26,547.98	27,046.27
40 900	23,826.93	25,595.68	26,093.97	26,592.26	27,090.55
41 000	23,876.62	25,639.97	26,138.26	26,636.55	27,134.84
41 100	23,926.32	25,684.25	26,182.54	26,680.83	27,179.12
41 200	23,976.02	25,728.53	26,226.82	26,725.11	27,223.40
41 300	24,025.72	25,772.81	26,271.10	26,769.39	27,267.68
41 400	24,075.42	25,817.10	26,315.39	26,813.68	27,311.97
41 500	24,125.12	25,861.38	26,359.67	26,857.96	27,356.25
41 600	24,174.82	25,905.66	26,403.95	26,902.24	27,400.53
41 700	24,224.52	25,949.94	26,448.23	26,946.52	27,444.82
41 800	24,274.22	25,994.23	26,492.52	26,990.81	27,489.10
41 900	24,323.91	26,038.51	26,536.80	27,035.09	27,533.38
42 000	24,373.61	26,082.79	26,581.08	27,079.37	27,577.66
42 100	24,423.31	26,127.07	26,625.37	27,123.66	27,621.95
42 200	24,473.01	26,171.36	26,669.65	27,167.94	27,666.23
42 300	24,522.71	26,215.64	26,713.93	27,212.22	27,710.51
42 400	24,572.41	26,259.92	26,758.21	27,256.50	27,754.79
42 500	24,622.11	26,304.21	26,802.50	27,300.79	27,799.08
42 600	24,671.81	26,348.49	26,846.78	27,345.07	27,843.36
42 700	24,721.51	26,392.77	26,891.06	27,389.35	27,887.64
42 800	24,771.20	26,437.05	26,935.34	27,433.63	27,931.92
42 900	24,820.90	26,481.34	26,979.63	27,477.92	27,976.21
43 000	24,870.60	26,525.62	27,023.91	27,522.20	28,020.49
43 100	24,920.30	26,569.90	27,068.19	27,566.48	28,064.77
43 200	24,970.00	26,614.18	27,112.47	27,610.77	28,109.06
43 300	25,019.70	26,658.47	27,156.76	27,655.05	28,153.34
43 400	25,069.40	26,702.75	27,201.04	27,699.33	28,197.62
43 500	25,119.10	26,747.03	27,245.32	27,743.61	28,241.90
43 600	25,168.80	26,791.32	27,289.61	27,787.90	28,286.19
43 700	25,218.50	26,835.60	27,333.89	27,832.18	28,330.47
43 800	25,268.19	26,879.88	27,378.17	27,876.46	28,374.75
43 900	25,317.89	26,924.16	27,422.45	27,920.74	28,419.03
44 000	25,367.59	26,968.45	27,466.74	27,965.03	28,463.32
44 100	25,417.29	27,012.73	27,511.02	28,009.31	28,507.60
44 200	25,466.99	27,057.01	27,555.30	28,053.59	28,551.88
44 300	25,516.69	27,101.29	27,599.58	28,097.87	28,596.17
44 400	25,566.39	27,145.58	27,643.87	28,142.16	28,640.45
44 500	25,616.09	27,189.86	27,688.15	28,186.44	28,684.73
44 600	25,665.79	27,234.14	27,732.43	28,230.72	28,729.01
44 700	25,715.48	27,278.42	27,776.72	28,275.01	28,773.30
44 800	25,765.18	27,322.71	27,821.00	28,319.29	28,817.58
44 900	25,814.88	27,366.99	27,865.28	28,363.57	28,861.86
45 000	25,864.58	27,411.27	27,909.56	28,407.85	28,906.14
45 100	25,914.28	27,455.56	27,953.85	28,452.14	28,950.43
45 200	25,963.98	27,499.84	27,998.13	28,496.42	28,994.71
45 300	26,013.68	27,544.12	28,042.41	28,540.70	29,038.99
45 400	26,063.38	27,588.40	28,086.69	28,584.98	29,083.28
45 500	26,113.08	27,632.69	28,130.98	28,629.27	29,127.56
45 600	26,162.77	27,676.97	28,175.26	28,673.55	29,171.84

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1999) Single or single-parent family Number of dependents				
	0	1	2	3	4 or more
	45 700	26,212.47	27,721.25	28,219.54	28,717.83
45 800	26,262.17	27,765.53	28,263.83	28,762.12	29,260.41
45 900	26,311.87	27,809.82	28,308.11	28,806.40	29,304.69
46 000	26,361.57	27,858.61	28,356.90	28,855.19	29,353.48
46 100	26,411.27	27,908.31	28,406.60	28,904.89	29,403.18
46 200	26,460.97	27,958.01	28,456.30	28,954.59	29,452.88
46 300	26,510.67	28,007.71	28,506.00	29,004.29	29,502.58
46 400	26,560.37	28,057.41	28,555.70	29,053.99	29,552.28
46 500	26,610.06	28,107.11	28,605.40	29,103.69	29,601.98
46 600	26,659.76	28,156.81	28,655.10	29,153.39	29,651.68
46 700	26,709.46	28,206.51	28,704.80	29,203.09	29,701.38
46 800	26,759.16	28,256.20	28,754.50	29,252.79	29,751.08
46 900	26,808.86	28,305.90	28,804.19	29,302.48	29,800.77
47 000	26,858.56	28,355.60	28,853.89	29,352.18	29,850.47
47 100	26,908.26	28,405.30	28,903.59	29,401.88	29,900.17
47 200	26,957.96	28,455.00	28,953.29	29,451.58	29,949.87
47 300	27,007.66	28,504.70	29,002.99	29,501.28	29,999.57
47 400	27,057.35	28,554.40	29,052.69	29,550.98	30,049.27
47 500	27,107.05	28,604.10	29,102.39	29,600.68	30,098.97
47 600	27,156.75	28,653.80	29,152.09	29,650.38	30,148.67
47 700	27,206.45	28,703.49	29,201.79	29,700.08	30,198.37
47 800	27,256.15	28,753.19	29,251.48	29,749.77	30,248.06
47 900	27,305.85	28,802.89	29,301.18	29,799.47	30,297.76
48 000	27,354.87	28,852.59	29,350.88	29,849.17	30,347.46
48 100	27,402.47	28,902.29	29,400.58	29,898.87	30,397.16
48 200	27,450.06	28,951.99	29,450.28	29,948.57	30,446.86
48 300	27,497.65	29,001.69	29,499.98	29,998.27	30,496.56
48 400	27,545.25	29,051.39	29,549.68	30,047.97	30,546.26
48 500	27,592.84	29,101.09	29,599.38	30,097.67	30,595.96
48 600	27,640.43	29,150.78	29,649.08	30,147.37	30,645.66
48 700	27,688.03	29,200.48	29,698.77	30,197.06	30,695.36
48 800	27,735.62	29,250.18	29,748.47	30,246.76	30,745.05
48 900	27,783.21	29,299.88	29,798.17	30,296.46	30,794.75
49 000	27,830.80	29,349.58	29,847.87	30,346.16	30,844.45
49 100	27,878.40	29,399.28	29,897.57	30,395.86	30,894.15
49 200	27,925.99	29,448.98	29,947.27	30,445.56	30,943.85
49 300	27,973.58	29,498.68	29,996.97	30,495.26	30,993.55
49 400	28,021.18	29,548.38	30,046.67	30,544.96	31,043.25
49 500	28,068.77	29,598.08	30,096.37	30,594.66	31,092.95
49 600	28,116.36	29,647.77	30,146.06	30,644.35	31,142.65
49 700	28,163.95	29,697.47	30,195.76	30,694.05	31,192.34
49 800	28,211.55	29,747.17	30,245.46	30,743.75	31,242.04
49 900	28,259.14	29,796.87	30,295.16	30,793.45	31,291.74
50 000	28,306.73	29,846.57	30,344.86	30,843.15	31,341.44
50 100	28,351.62	29,893.56	30,391.85	30,890.14	31,388.43
50 200	28,396.50	29,940.55	30,438.84	30,937.13	31,435.42
50 300	28,441.39	29,987.54	30,485.83	30,984.12	31,482.41
50 400	28,486.27	30,034.53	30,532.82	31,031.11	31,529.40
50 500	28,531.16	30,081.52	30,579.81	31,078.10	31,576.39

Draft Regulation

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

Chartered administrators

— Code of ethics

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the Code of ethics of chartered administrators, adopted by the Bureau of the Ordre des administrateurs agréés du Québec, may be submitted to the Government for its approval, with or without amendments, upon the expiry of 45 days following this publication.

The main purpose of that Regulation is to provide for conditions, obligations and prohibitions applicable to advertising by the members of the Ordre des administrateurs agréés du Québec. The Regulation will have a direct impact on chartered administrators, since they will have to observe certain advertising rules for the benefit of their clients; under section 87 of the Professional Code, those rules must be contained in the Code of ethics of chartered administrators of Québec.

For the public, the Regulation will contribute to the quality and excellence of the services provided by chartered administrators. There will be no impact on businesses, whether small or medium-sized.

Further information may be obtained by contacting Ms. Louise Champoux-Paillé, Director General and Secretary, Ordre des administrateurs agréés du Québec, bureau 640, 680, rue Sherbrooke Ouest, Montréal (Québec) H3A 2M7; tel.: (514) 499-0880, fax: (514) 499-0892.

Any interested person having comments to make is asked to send them, before the expiry of the 45-day period, to the Chairman of the Office des professions du Québec, 800, place d'Youville, 10^e étage, Québec (Québec) G1R 5Z3. They will be forwarded by the Office to the Minister responsible for the administration of legislation respecting the professions; they may also be forwarded to the professional order that made the Regulation, as well as to interested persons, departments and bodies.

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

Code of ethics of chartered administrators

Professional Code
(R.S.Q., c. C-26, s. 87)

DIVISION I

DUTIES TOWARDS THE PUBLIC

1. A chartered administrator shall not utter statements, publish writings or take actions that violate any law, and shall not advise, recommend or encourage any other person to do so.
2. A chartered administrator shall support every measure likely to improve the quality and availability of professional services in the field in which he practises.
3. In the practice of his profession, a chartered administrator shall bear in mind all the foreseeable consequences that his research, work and interventions may have on society, particularly in a field of public interest.
4. A chartered administrator shall refuse or cease to act where the foreseeable consequences of his work, assignment or research are such that they go against or are harmful to society or a field of public interest.

5. A chartered administrator shall promote education and information measures in the field in which he practises. He shall also, insofar as he is able, take the necessary steps to ensure that such education and information are provided.

DIVISION II

DUTIES TOWARDS THE CLIENT

§1. *General provisions*

6. Before accepting to act or intervene for a client, a chartered administrator shall bear in mind the limitations on his skills, his knowledge, the situation and circumstances, as well as the means at his disposal. He shall not, in particular, undertake work for which he is not sufficiently prepared without obtaining the necessary assistance and informing the client thereof.
7. A chartered administrator who realizes that it would be in the interest of his client to seek the services of another professional regarding an important aspect shall inform the client thereof without delay.
8. A chartered administrator shall at all times recognize the client's right to consult another chartered administrator, a member of another professional order or any other competent person, with whom he shall, where necessary, work in close collaboration.

However, a chartered administrator may not act or intervene in a matter in which another professional or other competent person, in particular another chartered administrator, is already involved, without advising such person and informing the client thereof.

9. Before accepting to act or intervene, a chartered administrator shall ensure that there is no risk of a conflict of any sort whatsoever that could be detrimental to his client or to a potential client between the duties that have been or might be entrusted to him and those of any other professional involved.

10. A chartered administrator shall refrain from practising his profession under conditions or in situations likely to impair the quality of his services.

11. A chartered administrator shall refrain from interfering in the personal affairs of his client in matters that do not fall within his competence.

12. A chartered administrator shall, in the practice of his profession, identify himself in relation to his client as a chartered administrator. He shall, in particular, sign and make known his capacity as a chartered administrator on any report or document produced in the practice of his profession.

§2. Integrity

13. A chartered administrator shall discharge his professional duties with integrity and act in the client's best interest.

14. A chartered administrator shall avoid any false representations as to his level of competence or the effectiveness of his own services or of those generally offered by members of his profession. If the good of the client so requires and with the client's authorization, he shall consult a colleague, a member of another professional order or another competent person or refer the client to one of these persons.

15. A chartered administrator shall inform his client as soon as possible of the cost, extent and the terms and conditions of his assignment. He shall obtain the client's approval with this respect and ensure that the client understands the objectives and extent of the services involved, as well as the terms of billing.

16. A chartered administrator shall set out in a complete and objective manner to his client the nature and implications of the problem as he sees it on the basis of all the facts brought to his attention.

17. Where a chartered administrator deems that the client's interest requires a change in the original assignment, he shall notify the client thereof no matter how the duration of the assignment may be affected thereby and obtain the client's consent before providing an opinion or advice.

18. A chartered administrator shall refrain from expressing an opinion or giving advice that is contradictory or incomplete. To this end, he shall endeavour to have full knowledge of the facts before expressing an opinion or giving advice.

19. In the practice of his profession, a chartered administrator shall retain an independent mind with respect to his client and ensure that his acts, opinions and advice are based on an objective analysis of the facts.

20. A chartered administrator shall notify his client as early as possible of any fact, interest, circumstance or error of which he is aware and of any relationship or personal link that could affect the performance of his duties or be prejudicial to his client.

21. A chartered administrator shall take reasonable care of any property entrusted to him by a client, and he may not lend it or use it for purposes other than those for which it was entrusted to him.

22. A chartered administrator shall submit to his client any offer that he has received for the latter in the practice of his profession.

23. A chartered administrator may not use any subterfuge, device, claim, declaration or other means to mislead a person in order to encourage the latter to use his professional services, regardless of whether the person requires these services or not.

24. A chartered administrator may not use or forward to any third person procedures, techniques, information, data, documents or other property that do not belong to him without the specific authorization of the owner, administrator or other representative or duly authorized person.

25. A chartered administrator may not hold sums of money, securities, documents or property belonging to a client or any other person except in cases where he is so authorized by law or, in writing, by the client.

26. A chartered administrator may not profit from his work with a client to encourage an employee of the latter to consider accepting a different employment position, without providing the client with prior notice thereof.

§3. Availability and diligence

27. In the practice of his profession, a chartered administrator shall show a reasonable degree of availability and diligence.

28. In addition to opinions and advice, a chartered administrator shall provide his client with any explanation necessary for understanding and evaluating the services rendered to him.

29. A chartered administrator shall account for his services to his client when so requested by the latter and, in serving his client, show diligence with respect to reports, accounting and remittances.

30. A chartered administrator shall be objective and impartial when persons other than his clients ask him for information.

31. Unless he has fair and reasonable grounds for doing so, a chartered administrator may not cease to act for the account of a client.

Fair and reasonable grounds include the following, in particular:

(1) loss of the client's confidence;

(2) the fact that the chartered administrator is in a situation of conflict of interests or in a situation such that his professional independence could be called in question;

(3) the fact of being incited by the client to perform illegal, unfair or fraudulent acts;

(4) refusal by the client to honour an obligation with respect to costs, expenditures or fees owed to the chartered administrator;

(5) the circumstances contemplated in section 4.

32. Before ceasing to act for the account of a client, a chartered administrator shall send an advance notice of withdrawal within a reasonable time period and ensure that such termination of services is not prejudicial to his client.

§4. Liability

33. In the practice of his profession and within the limits of the assignment entrusted to him by his client, a chartered administrator may not evade or attempt to evade his civil or professional liability.

34. A chartered administrator may in no way claim or lead a person to believe that there exists any guarantee of profits resulting from his services.

35. A chartered administrator shall make the persons in his employment or under his supervision aware of this Code of Ethics.

§5. Independence and impartiality

36. A chartered administrator shall subordinate his personal interest to that of his client.

37. A chartered administrator shall ignore any intervention by a third party that could influence the performance of his professional duties to the detriment of his client.

38. A chartered administrator may not act in circumstances such that his objectivity, professional independence or integrity could be called into question. He shall at all times avoid any situation that might place him in a conflict of interests.

A chartered administrator is in a conflict of interests in the following cases, in particular:

(1) the interests in question are such that he might tend to favour certain of them over those of his client or that his judgment and loyalty towards the latter might be unfavourably affected;

(2) he finds himself in a situation where he might derive, in addition to the agreed remuneration, a direct or indirect, real or potential, personal benefit.

39. A chartered administrator shall notify his client of any direct or indirect advantage or benefit that he could receive further to the performance of his professional services.

40. As soon as he ascertains that he could be in a situation of conflict of interests, a chartered administrator shall notify his client accordingly and request the latter's authorization to continue the intervention, contract or assignment.

41. Generally speaking, in a given case, a chartered administrator may act for only one of the parties involved. If his professional duties require him to act otherwise, he shall advise the parties thereof, specify the nature of his responsibilities and inform all parties concerned that he will cease to act if the situation becomes irreconcilable or incompatible with the provisions of this Code of Ethics.

42. A chartered administrator may share his fees with another person only if this sharing corresponds to the apportionment of services provided and the responsibilities, duties, allocations and subcontracts entrusted to third persons, and provided that this sharing is not prohibited by law and that the client has been informed thereof.

43. A chartered administrator shall refrain from paying or offering or undertaking to pay any benefit, rebate or commission if this benefit, rebate or commission is charged to the client in addition to the agreed remuneration.

44. For a given service, a chartered administrator shall accept fees from only one source, unless explicitly agreed upon otherwise by all the parties concerned. Unless otherwise instructed by his client, he shall accept the payment of these fees only from his client or the latter's representative.

§6. Standards of professional practice

45. A chartered administrator shall comply with generally accepted administrative and management practices. In particular, he shall know and apply the principles, standards and practices contemplated in the Guide de la saine gestion des entreprises et des organisations, including any subsequent amendments thereto. A chartered administrator who serves as a management consultant (CMC) shall, in addition to the rules applicable to all chartered administrators, know and apply the consulting process as defined in Chapter 3 of the *Manuel de référence du professionnel*, including any subsequent amendments thereto.

§7. Professional secrecy

46. A chartered administrator shall respect the secrecy of all confidential information that he obtains in the practice of his profession.

47. A chartered administrator shall avoid indiscreet conversations concerning a client and the services provided to him.

48. A chartered administrator may not disclose the name of or personal information about his client without the client's written authorisation and shall take all reasonable steps to avoid the disclosure of such information by his partners and employees.

49. A chartered administrator may not make use of confidential information with a view to obtaining a direct or indirect benefit for himself or for another person.

50. A chartered administrator may be released from professional secrecy only by the written authorization of his client or where so ordered by law.

§8. Accessibility of records and corrections

51. A chartered administrator shall respect the right of his client to examine documents concerning him in any record established in his respect, and to obtain a copy of such documents. However, a chartered administrator may refuse access to such information where its disclosure would be likely to cause serious harm to the client or to a third person.

52. A chartered administrator shall respect the right of his client to cause to be corrected, in a document concerning him in any record established in his respect, any information that is inaccurate, incomplete or ambiguous with regard to the purpose for which it was collected. He shall also respect the right of his client to cause to be deleted any information that is outdated or not justified by the purpose of the record, or to prepare written comments and file them in the record.

53. A chartered administrator holding a record that is the subject of an application for access or correction by the person concerned shall follow up on such application with diligence, within 20 days of the date of the application.

54. Access to information in a record shall be free of charge. However, a fee not exceeding the cost for transcribing, reproducing or forwarding the information may be charged to the client. A chartered administrator who intends to charge a fee under this section shall inform the client of the approximate amount exigible before proceeding with the transcription, reproduction or forwarding.

55. A chartered administrator who refuses to grant a client's application for access or correction shall notify him of such refusal in writing, with reasons, and shall inform him of his recourses.

56. A chartered administrator who grants an application for correction shall issue to the client making such application, free of charge, a copy of any altered or added information or, as the case may be, an attestation that the information has been withdrawn.

This client may require that the chartered administrator forward a copy of said information or, as the case may be, of said attestation to the person who gave the information to the chartered administrator or to any person to whom the information was provided.

57. A chartered administrator who holds information that is the subject of an application for access or correction shall, if he does not grant the application, keep it as long as required for the client to exhaust the recourses provided for by law.

§9. Determination and payment of fees

58. A chartered administrator shall charge and accept fair and reasonable fees.

59. Fees are fair and reasonable if they are justified by the circumstances and are in proportion to the services rendered. In determining his fees, a chartered administrator shall, in particular, bear in mind the following factors:

- (1) the time spent in performing the professional service;
- (2) the complexity and extent of the service;
- (3) the performance of unusual services or services requiring exceptional competence or speed;
- (4) his own professional experience;
- (5) the efforts devoted to performing the professional service.

60. A chartered administrator shall ensure that his client is informed in advance of the approximate cost of his services, the form of remuneration, the terms and conditions of payment and the extent of the work.

61. A chartered administrator shall provide his client with all the explanations necessary for understanding his statement of fees, the justification of such fees and the terms and conditions of payment.

62. A chartered administrator may collect interest on outstanding accounts only after having duly notified his client to that effect. Interest charged shall be at a reasonable rate.

63. Before having recourse to legal proceedings, a chartered administrator shall exhaust all other means at his disposal to obtain payment of his fees.

64. A chartered administrator shall refrain from paying himself from the funds he holds for a client, unless the latter consents in writing thereto and has already received a statement of fees.

DIVISION III

§1. Restrictions and obligations with regard to advertising

65. A chartered administrator shall not, by any means whatsoever, engage in or allow the use of advertising that is false, misleading or likely to be misleading.

66. A chartered administrator shall not claim specific qualities or skills unless he is able to justify such claim.

67. A chartered administrator may not use advertising methods likely to denigrate or devalue the competence, knowledge or services of another chartered administrator.

68. Where a chartered administrator states his prices, rates, fees, commissions or other forms of remuneration in an advertisement, he shall avoid giving such advertisement an unreasonably monetary or commercial tone. He shall:

- (1) set fixed prices, rates, fees, commissions or other forms of remuneration;
- (2) specify the nature and extent of the services included in these prices, rates, fees, commissions or other forms of remuneration;
- (3) indicate whether expenses or other charges are included in these prices, rates, fees, commissions or other forms of remuneration;
- (4) indicate whether additional services might be required for which an additional amount might be charged.

These specifications and indications shall provide a person with reasonable information with respect to the professional services offered and the remuneration charged, on the basis of which he can make an enlightened choice.

69. Prices, rates, fees, commissions and other forms of remuneration shall remain in effect for a minimum period of 90 days after they are last broadcast or published.

70. A chartered administrator shall keep a complete copy of any advertising in its original form for a period of five years following the last broadcast or publication of such advertisement. Such copy shall be given on request to the syndic or to a member or an inspector of the professional inspection committee.

71. In his advertising, a chartered administrator may not use or allow the use of any endorsement or testimonial concerning him, except prizes for excellence and other distinctions awarded by the Order or by an organization recognized by the Bureau, or connected with a contribution or an achievement that has brought honour to the profession.

§2. Graphic symbol of the Order

72. The Ordre des administrateurs agréés du Québec is represented by a graphic symbol matching the original held by the general director of the Order.

73. Where a chartered administrator reproduces or allows the reproduction of the graphic symbol of the Order in an advertisement, he shall ensure that the symbol matches the original held by the general director of the Order.

74. Where a chartered administrator uses the graphic symbol of the Order in an advertisement carried by written or television media, he shall add the following notice to the advertisement:

“This advertisement does not originate from the Ordre des administrateurs agréés du Québec.”

§3. Firms of chartered administrators

75. The name, business name or other designation or qualification of a firm of chartered administrators may bear the indication “Chartered Administrators”, “Adm. A.” or “C. Adm.” only if all partners are members of the Order. The words “and partners” or a similar indication may be added only if the number of partners working for the firm is greater than the number of names shown in the business name.

76. A chartered administrator shall, upon request, provide the general director of the Order with a copy of the registration of the firm of which he is a partner and a copy of any amendment to or cancellation of such registration.

77. The name of a chartered administrator who ceases to belong to a firm shall be removed from the business name of the firm during the year following the departure of the chartered administrator, unless a notice requesting that the chartered administrator’s name be maintained is submitted to the general director of the Order within the same time period.

DIVISION IV
DUTIES TOWARDS THE PROFESSION

§1. Relations with the Order and colleagues

78. Through his acts, a chartered administrator shall at no time discredit the profession or the Order or its representatives.

79. A chartered administrator may in no way use false representations regarding his competence, skills, rights or powers.

80. At the request of the Bureau, a chartered administrator shall, insofar as he is able, participate in a council for the arbitration of accounts, a disciplinary committee, a professional inspection committee, a committee for a sector of professional activity, a regional committee or any other committee. He may ask to be excused from such participation for valid reasons.

81. A chartered administrator shall answer promptly all requests and correspondence received from the syndic of the Order, an inspector, an investigator or a member of the professional inspection committee.

82. A chartered administrator shall not abuse a colleague’s good faith or commit a breach of trust or use unfair practices in dealing with him. He shall not, in particular, take credit for work done by a colleague.

83. A chartered administrator who is consulted by a colleague or another professional with respect to a customer’s case shall, with the customer’s authorization, cooperate with such colleague or professional and provide him with pertinent information that is as complete as possible.

84. A chartered administrator shall abstain from uttering statements that discredit a colleague or the latter’s integrity or reputation.

§2. Contribution to the advancement of the profession

85. A chartered administrator shall, insofar as he is able, contribute to the development of the profession, particularly by sharing his knowledge and experience with his colleagues and by taking part in sponsorship or professional development activities requiring his collaboration.

86. A chartered administrator shall also strive to improve his knowledge in fields related to his professional activity by taking part in seminars, courses, colloquiums or other similar sessions and by reading material related to the profession.

DIVISION V DEROGATORY ACTS

87. In addition to those mentioned in the Professional Code, the following acts, in particular, by a chartered administrator are derogatory to the honour or dignity of the profession:

(1) urging a person in an insistent, unreasonable, unseemly or repetitive manner to use his professional services;

(2) communicating with the complainant without the prior written permission of the syndic or his assistant, when the chartered administrator is informed that an inquiry into his professional conduct or competence is being made or when a complaint has been served on him;

(3) continuing to act for the account of a client where, to his knowledge, the latter is acting fraudulently;

(4) advising or encouraging a person to perform an illegal, fraudulent or reprehensible act;

(5) failing to notify the syndic within a reasonable time period that another chartered administrator has, to his knowledge, committed a derogatory act;

(6) refusing or neglecting to reply to the syndic or his representative or to go to his office further to a request to this effect, or delaying such reply or compliance with such request;

(7) claiming fees for interviews, communication or correspondence with the syndic further to requests by the latter for information or explanations about a matter concerning the chartered administrator;

(8) claiming fees for professional acts that have not been performed, are falsely described or are exaggerated;

(9) failing to notify his client as soon as he notes that he may be in a conflict of interests;

(10) failing to notify his client that he is no longer able to accomplish a duty or assignment entrusted to him or that he has accepted;

(11) continuing to act where he has violated a provision of this Code of Ethics, a by-law of the Order, the Professional Code or a Bureau resolution;

(12) failing to comply with a regulation, resolution, directive or decision of the Bureau regarding the various sectors of professional activity and the use of additional titles;

(13) using an additional title without being so authorised by the Bureau.

88. This Code of Ethics replaces the Code of ethics of chartered administrators (R.R.Q., 1981, c. C-26, r. 10) and the Regulation respecting advertising by chartered administrators (R.R.Q., 1981, c. C-26, r. 17).

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

2500

Draft Regulation

An Act respecting the conservation and development of wildlife
(R.S.Q., c. C-61.1)

Rivière-des-Milles-Îles Wildlife Preserve

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

The purpose of the draft Regulation is to establish the standards and conditions for the use of the territory and resources of the Rivière-des-Mille-Îles Wildlife Preserve.

To that end, it proposes to prohibit hunting and staying in that territory. It also determines the conditions to be complied with by a person who enters or travels about the wildlife preserve or who carries on an activity there.

To date, study of the matter has shown a positive impact on users and businesses.

Further information may be obtained by contacting:

Mr. Michel Jean
Ministère de l'Environnement et de la Faune
Direction des territoires fauniques,
de la réglementation et des permis
150, boulevard René-Lévesque, 4^e étage
Québec (Québec)
G1R 4Y1

Telephone: (418) 643-4968

Fax: (418) 528-0834

E-mail: michel.jean@mef.gouv.qc.ca

Any interested person having comments to make on the matter is asked to send them in writing, before the expiry of the 45-day period, to the Minister of the Environment and Wildlife, édifice Marie-Guyart, 675, boulevard René-Lévesque Est, 30^e étage, Québec (Québec) G1R 5V7.

PAUL BÉGIN,
Minister of the Environment and Wildlife

Regulation respecting the Rivière-des-Mille-Îles Wildlife Preserve

An Act respecting the conservation and development of wildlife
(R.S.Q., c. C-61.1, ss. 125, pars. 1 and 3, and 162, par. 14; 1997, c. 95, s. 7)

- 1.** This Regulation applies to the Rivière-des-Mille-Îles Wildlife Preserve, established by a Minister's Order.
- 2.** No one may hunt or stay in the wildlife preserve.
- 3.** Any person may enter or travel about the wildlife preserve or engage in any activity there, on the condition that only corridors, trails, observation platforms or footbridges designated for those purposes be used.

A person who enters the wildlife preserve with a domestic animal shall keep it on a leash.

Notwithstanding the first paragraph, a person who traps or carries out scientific research or maintenance work in the performance of his duties may enter or travel about the wildlife preserve or engage in any activity anywhere on its territory.

- 4.** No one may light a campfire in the wildlife preserve.
- 5.** No one may, in the wildlife preserve, engage in any activity likely to modify a biological, physical or chemical element of the habitat of the map turtle (*Graptemys geographica*), the brown snake (*Storeria dekayi*), the wood duck (*Aix sponsa*) or the Canada goose (*Branta canadensis*).
- 6.** A person who infringes section 2, 3, 4 or 5 commits an offence.
- 7.** This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.

Index Statutory Instruments

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

Regulations — Statutes	Page	Comments
Amendment to Schedule I to the Act (An Act respecting the Government and Public Employees Retirement Plan, R.S.Q., c. R-10)	3889	M
Chartered administrators — Code of ethics (Professional Code, R.S.Q., c. C-26)	3933	Draft
Conservation and development of wildlife, An Act respecting the... — Hunting . . . (R.S.Q., c. C-61.1)	3892	M
Conservation and development of wildlife, An Act respecting the... — Part of the fees that an agency must pay to a legal person certified under section 106.3 of the Act (R.S.Q., c. C-61.1)	3891	N
Conservation and development of wildlife, An Act respecting the... — Rivière-des-Mille-Îles Wildlife Preserve (R.S.Q., c. C-61.1)	3939	Draft
Conservation and development of wildlife, An Act respecting the... — Trapping and fur trade (R.S.Q., c. C-61.1)	3893	M
Criminal Code — Tariff in criminal matters (R.S.C., 1995, c. C-46)	3889	N
Government and Public Employees Retirement Plan, An Act respecting the... — Amendment to Schedule I to the Act (R.S.Q., c. R-10)	3889	M
Hunting (An Act respecting the conservation and development of wildlife, R.S.Q., c. C-61.1)	3892	M
Industrial accidents and occupational diseases, An Act respecting... — Table of gross annual income from suitable employments for 1999 (R.S.Q., c. A-3.001)	3901	Draft
Industrial accidents and occupational diseases, An Act respecting... — Table of income replacement indemnities for 1999 (R.S.Q., c. A-3.001)	3902	Draft
Municipal courts and the Courts of Justice Act, An Act to amend the Act respecting... — Coming into force of certain provisions (1998, c. 30)	3887	
Part of the fees that an agency must pay to a legal person certified under section 106.3 of the Act (An Act respecting the conservation and development of wildlife, R.S.Q., c. C-61.1)	3891	N
Professional Code — Chartered administrators — Code of ethics (R.S.Q., c. C-26)	3933	Draft
Rivière-des-Mille-Iles Wildlife Preserve (An Act respecting the conservation and development of wildlife, R.S.Q., c. C-61.1)	3939	Draft

Table of gross annual income from suitable employments for 1999 (An Act respecting industrial accidents and occupational diseases, R.S.Q., c. A-3.001)	3901	Draft
Table of income replacement indemnities for 1999 (An Act respecting industrial accidents and occupational diseases, R.S.Q., c. A-3.001)	3902	Draft
Tariff in criminal matters (Criminal Code, R.S.C., 1995, c. C-46)	3889	N
Trapping and fur trade (An Act respecting the conservation and development of wildlife, R.S.Q., c. C-61.1)	3893	M