

Gazette officielle du Québec

Part 2 Laws and Regulations

Volume 131
14 July 1999
No. 28

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Legal deposit — 1st Quarter 1968
Bibliothèque nationale du Québec
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PROVINCE OF QUÉBEC

1st SESSION

36th LEGISLATURE

QUÉBEC, 4 JUNE 1999

OFFICE OF THE LIEUTENANT-GOVERNOR

Québec, 4 June 1999

This day, at forty-nine minutes past eight o'clock in the evening, the Honourable the Administrator of Québec was pleased to sanction the following bill:

63 An Act respecting certain contracts entered into by the Ministère du Revenu

To this bill the Royal assent was affixed by the Honourable the Administrator of Québec.

PROVINCE OF QUÉBEC

1st SESSION

36th LEGISLATURE

QUÉBEC, 8 JUNE 1999

OFFICE OF THE LIEUTENANT-GOVERNOR

Québec, 8 June 1999

This day, at ten minutes past four o'clock in the afternoon, His Excellency the Lieutenant-Governor was pleased to sanction the following bill:

33 An Act respecting the Ministère de la Recherche, de la Science et de la Technologie

To this bill the Royal assent was affixed by His Excellency the Lieutenant-Governor.

PROVINCE OF QUÉBEC

1st SESSION

36th LEGISLATURE

QUÉBEC, 16 JUNE 1999

OFFICE OF THE LIEUTENANT-GOVERNOR*Québec, 16 June 1999*

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

- 2 An Act respecting the reform of government accounting policies
- 70 An Act to ensure that essential services are provided to the Office municipal d'habitation de Montréal

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

PROVINCE OF QUÉBEC

1st SESSION

36th LEGISLATURE

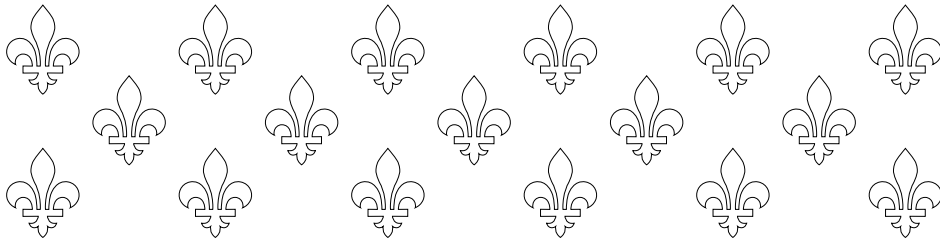
QUÉBEC, 16 JUNE 1999

OFFICE OF THE LIEUTENANT-GOVERNOR*Québec, 16 June 1999*

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

- 9 An Act respecting Financement-Québec
- 15 An Act to amend the Watercourses Act
- 25 An Act to amend various legislative provisions relating to building and the construction industry
- 32 An Act to amend various legislative provisions concerning de facto spouses

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



NATIONAL ASSEMBLY

FIRST SESSION

THIRTY-SIXTH LEGISLATURE

Bill 2

(1999, chapter 9)

An Act respecting the reform of government accounting policies

Introduced 17 March 1999

Passage in principle 11 May 1999

Passage 11 June 1999

Assented to 16 June 1999

**Québec Official Publisher
1999**

EXPLANATORY NOTES

The object of this bill is to give effect to the reform of government accounting policies announced by the Minister of Finance in the Budget Speech of 31 March 1998. In particular, it proposes that expenditures made but not recorded as at 1 April 1997 be included in the net debt of the Government.

The bill provides that the payment of such expenditures is to be made out of the consolidated revenue fund, at the times and subject to the terms and conditions approved by the Minister of Finance, in cases where the payment has not been authorized by specific enactment.

A further object of the bill is to authorize the Government to pay out of the consolidated revenue fund a sum of \$344,129,500.00 for the fiscal year 1997-98 and a sum of \$78,390,900.00 for the fiscal year 1998-99, being the estimates to be voted for each of the programs of the portfolios listed in the schedules and representing Supplementary Estimates 1997-98, and the Supplementary Estimates 1998-99.

Lastly, the bill contains amendments to the Financial Administration Act (R.S.Q., chapter A-6).

LEGISLATION AMENDED BY THIS BILL :

- Financial Administration Act (R.S.Q., chapter A-6).

LEGISLATION REPEALED BY THIS BILL :

- Act to establish a departure incentive management fund (R.S.Q., chapter F-3.2.0.2).

Bill 2

AN ACT RESPECTING THE REFORM OF GOVERNMENT ACCOUNTING POLICIES

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS :

1. The expenditures made and not accounted for as at 1 April 1997 in respect of operations of the consolidated revenue fund, in the amount of \$14,510,579,500.00, as determined in Schedules 1 and 2, are added to the net debt of the Government for the fiscal year ending on 31 March 1998.

2. The sums required for the payment of the expenditures listed in Schedule 1 shall be taken out of the consolidated revenue fund and payment shall be effected at the times and subject to the terms and conditions approved by the Minister of Finance.

3. The Government may draw out of the consolidated revenue fund a sum not exceeding \$344,129,500.00 to defray a part of the Expenditure Budget of Québec proposed in the Supplementary Estimates for the fiscal year 1997-98 as tabled in the National Assembly, not otherwise provided for, being the amount of each of the estimates to be voted for the various programs listed in Schedule 3 to this Act.

4. The Government may draw out of the consolidated revenue fund a sum not exceeding \$78,390,900.00 to defray a part of the Expenditure Budget of Québec proposed in the Supplementary Estimates for the fiscal year 1998-99 as tabled in the National Assembly, not otherwise provided for, being the amount of the estimates to be voted for the program set forth in Schedule 4 to this Act.

AMENDING PROVISIONS

5. Section 11 of the Financial Administration Act (R.S.Q., chapter A-6) is repealed.

6. Section 25 of the said Act is amended by replacing the first paragraph by the following paragraph :

“25. The Conseil du trésor may make regulations respecting the accounting system to be used in the departments and public bodies it designates, the financial information to be provided by them, and the issuing of warrants

for payment and the accounting for public moneys in such departments and bodies.”

7. Section 39 of the said Act is amended by adding the following paragraph:

“The estimates shall also indicate the amount of amortization of capital assets.”

8. Section 58 of the said Act is amended by inserting “or within such other shorter time as determined by the Government” after “fiscal year” in the first line of the second paragraph.

9. Section 71 of the said Act is replaced by the following section:

“71. The public accounts shall consist of

(a) a consolidated statement presenting the financial position of the Government of Québec, a consolidated statement presenting the results of its operations, a consolidated statement presenting changes in its financial position and a consolidated statement presenting its capital assets;

(b) information on the revenues, expenditures and other operations of the consolidated revenue fund;

(c) a statement of the permanent and annual appropriations and of the special warrants for the year, and of the amounts expended under each appropriation or special warrant;

(d) a report showing the excess of expenditures of the consolidated revenue fund entered in the accounts for a year over appropriations for the same year; and

(e) any other information necessary to account for the financial position of the Government.”

10. The Act to establish a departure incentive management fund (R.S.Q., chapter F-3.2.0.2) is repealed.

11. This Act comes into force on 16 June 1999.

SCHEDULE 1

EXPENDITURES NOT ACCOUNTED FOR
ENTERED IN THE NET DEBT AS AT 1 APRIL 1997
FOR WHICH APPROPRIATIONS ARE TO BE AUTHORIZED BY THIS ACT

CONSEIL DU TRÉSOR,
ADMINISTRATION ET
FONCTION PUBLIQUE

PROGRAM 2

Government Operations	111,451,500.00
	<u>111,451,500.00</u>

SANTÉ ET SERVICES SOCIAUX

PROGRAM 2

Regional Operations	350,035,500.00
	<u>350,035,500.00</u>

TRANSPORTS

PROGRAM 1

Transportation Infrastructures	141,336,800.00
	<u>141,336,800.00</u>

TOTAL

602,823,800.00

SCHEDULE 2

EXPENDITURES NOT ACCOUNTED FOR
 ENTERED IN THE NET DEBT AS AT 1 APRIL 1997
 FOR WHICH APPROPRIATIONS ARE AUTHORIZED UNDER THE
 PROVISIONS OF SPECIAL ACTS

Financial Administration Act (R.S.Q., chapter A-6)	
Loans	731,000,000.00
Capital expenditures	2,723,800.00
Pension plans sinking fund	(80,545,600.00)
	<hr/>
SUBTOTAL, FINANCIAL ADMINISTRATION ACT	653,178,200.00
RÉGIMES DE RETRAITE	
Act respecting the conditions of employment and the pension plan of the Members of the National Assembly (R.S.Q., chapter C-52.1)	116,752,000.00
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	116,752,000.00
Police Act (R.S.Q., chapter P-13)	436,819,000.00
	<hr/>
	436,819,000.00
Act respecting the Pension Plan of Certain Teachers (R.S.Q., chapter R-9.1)	884,602,000.00
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	884,602,000.00
Act respecting the Pension Plan of Peace Officers in Correctional Services (R.S.Q., chapter R-9.2)	43,475,400.00
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	43,475,400.00
Act respecting the Government and Public Employees Retirement Plan (R.S.Q., chapter R-10)	1,435,677,100.00
	<hr/>
	1,435,677,100.00

Act respecting the Teachers Pension Plan (R.S.Q., chapter R-11)	6,302,114,000.00	
	<u>6,302,114,000.00</u>	
Act respecting the Civil Service Superannuation Plan (R.S.Q., chapter R-12)	3,975,106,000.00	
	<u>3,975,106,000.00</u>	
Courts of Justice Act (R.S.Q., chapter T-16)	60,032,000.00	
	<u>60,032,000.00</u>	
SUBTOTAL, RÉGIMES DE RETRAITE		<u>13,254,577,500.00</u>
TOTAL		13,907,755,700.00

SCHEDULE 3

SUPPLEMENTARY ESTIMATES
FOR THE FISCAL YEAR 1997-98DÉVELOPPEMENT DES RÉGIONS ET
AFFAIRES AUTOCHTONES

PROGRAM 1

Development of Regions	34,565,000.00
	<u>34,565,000.00</u>

SANTÉ ET SERVICES SOCIAUX

PROGRAM 2

Regional Operations	223,924,400.00
	<u>223,924,400.00</u>

TRANSPORTS

PROGRAM 1

Transportation Infrastructures	85,640,100.00
	<u>85,640,100.00</u>

TOTAL

344,129,500.00

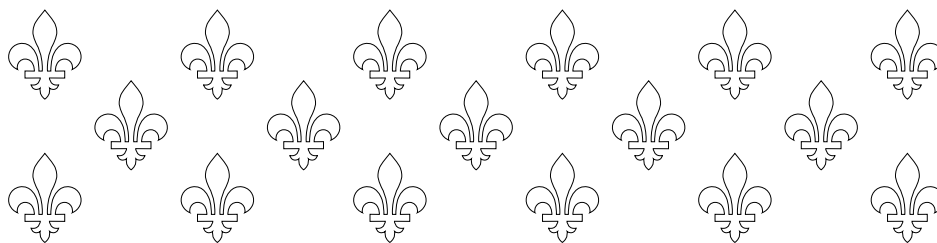
SCHEDULE 4

SUPPLEMENTARY ESTIMATES
FOR THE FISCAL YEAR 1998-99

TRANSPORTS

PROGRAM 1

Transportation Infrastructures	78,390,900.00	
TOTAL		<u>78,390,900.00</u>



NATIONAL ASSEMBLY

FIRST SESSION

THIRTY-SIXTH LEGISLATURE

Bill 9

(1999, chapter 11)

An Act respecting Financement-Québec

Introduced 18 March 1999

Passage in principle 11 May 1999

Passage 11 June 1999

Assented to 16 June 1999

**Québec Official Publisher
1999**

EXPLANATORY NOTES

This bill gives effect to the reform of the government accounting policies announced in the Budget Speech of 31 March 1998 and establishes a financing authority to be known as Financement-Québec, whose primary object is to provide financial services to the public bodies of the education and health care networks, in particular by granting loans to them. The financing authority may, in addition, provide technical services in the field of financial analysis and management.

The bill defines the powers of Financement-Québec and establishes the manner in which the financial commitments the financing authority and its subsidiaries are authorized to make are to be fulfilled as well as the rules governing the organization of the financing authority.

Furthermore, the bill amends the Financial Administration Act to allow the Minister of Finance, as manager of the financing fund, to provide financial services determined by the Government to the departments, public bodies and special funds referred to in that Act. The bill also amends the Act respecting the Ministère des Ressources naturelles to grant to the Minister of Natural Resources, as manager of the land and geographic information fund, the power to borrow from the Minister of Finance sums taken out of the financing fund of the Ministère des Finances.

Lastly, the bill contains transitional provisions, including provisions ensuring the transfer to Financement-Québec of the rights and obligations of the Minister of Finance, as manager of the financing fund, resulting from the financial transactions, advances and loans previously contracted by the Minister of Finance in respect of the public bodies referred to in the bill.

LEGISLATION AMENDED BY THIS BILL :

- Financial Administration Act (R.S.Q., chapter A-6) ;
- Act respecting the Ministère des Ressources naturelles (R.S.Q., chapter M-25.2) ;
- Act respecting the Government and Public Employees Retirement Plan (R.S.Q., chapter R-10).

Bill 9

AN ACT RESPECTING FINANCEMENT-QUÉBEC

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS :

CHAPTER I

ESTABLISHMENT AND MISSION

1. A financing authority to be known as “Financement-Québec” is hereby established.

The financing authority is a legal person with share capital and is a mandatory of the State.

2. The property of the financing authority forms part of the domain of the State, but the execution of its obligations may be levied against its property.

The financing authority binds none but itself when it acts in its own name.

3. The main mission of the financing authority is to provide financial services to public bodies. It may finance them directly by granting loans to them and by issuing titles of indebtedness in their name. It shall advise them with a view to facilitating their access to credit and minimizing the cost of financing and shall, for that purpose, develop and implement financing programs. It shall also manage the financial risks assumed by those bodies, in particular their cash and currency risks.

The financing authority may, in addition, provide technical services to public bodies, in particular in the field of financial analysis and management.

4. For the purposes of this Act, public bodies include

(1) general and vocational colleges governed by the General and Vocational Colleges Act (R.S.Q., chapter C-29);

(2) the Conseil scolaire de l'Île de Montréal and school boards governed by the Education Act (R.S.Q., chapter I-13.3) and school boards governed by the Education Act for Cree, Inuit and Naskapi Native Persons (R.S.Q., chapter I-14);

(3) university establishments governed by the University Investments Act (R.S.Q., chapter I-17);

(4) public institutions governed by the Act respecting health services and social services (R.S.Q., chapter S-4.2) and regional boards established under that Act;

(5) public institutions governed by the Act respecting health services and social services for Cree Native persons (R.S.Q., chapter S-5) and regional councils established under that Act;

(6) municipal bodies within the meaning of the Act respecting Access to documents held by public bodies and the Protection of personal information (R.S.Q., chapter A-2.1) designated by the Government, on the recommendation of the Minister of Municipal Affairs and Greater Montréal and the Minister of Finance;

(7) any other body designated by the Government.

5. A public body may mandate the financing authority to invest and manage its funds.

6. The financing authority may determine a tariff of commitment, professional and other fees for the use of its services.

The tariff must be submitted to the Government for approval.

7. The financing authority shall fix the conditions of the loans it makes to public bodies in accordance with the criteria determined by the Government as regards the determination of rates of interest, the nature of the costs to be included in computing those rates or in computing the repayment of those loans and the fees chargeable for the management of such loans.

8. The financing authority shall give its opinion on any matter within its purview submitted to it by the Minister. The financing authority may include recommendations with its opinion.

9. The financing authority may, according to law, enter into an agreement with a government other than that of Québec, with a department of such a government, with an international organization or with a body of such a government or organization.

10. The financing authority may, with the authorization of the Government, acquire or establish any subsidiary useful in the pursuit of its mission.

A legal person or a partnership is a subsidiary of the financing authority if the latter holds more than 50% of the voting rights attached to all the issued and outstanding shares of the legal person or more than 50% of the interests in the partnership, or if the financing authority may elect a majority of the directors of the legal person or partnership.

11. Subsidiaries all of whose shares are held directly or indirectly by the financing authority are mandataries of the State. The provisions of this Act apply to such subsidiaries, with the necessary modifications, except sections 1, 14 to 20 and 22, the second paragraph of section 29 and sections 31 to 37 and 40 to 68.

12. The financing authority may not, without the authorization of the Government,

(1) contract a loan that causes the total of its current outstanding loans to exceed the amount determined by the Government;

(2) make a financial commitment in excess of the limits or in contravention of the terms and conditions determined by the Government;

(3) acquire or hold shares in a legal person or an interest in a partnership in excess of the limits or in contravention of the terms and conditions determined by the Government;

(4) transfer shares in a legal person or an interest in a partnership in excess of the limits or in contravention of the terms and conditions determined by the Government;

(5) assign loans made by or transferred to it under this Act for purposes of securitization;

(6) acquire or transfer other assets in excess of the limits or in contravention of the terms and conditions determined by the Government;

(7) accept a gift or legacy to which a charge or condition is attached.

The Government may prescribe that one of the provisions of the first paragraph applies to all subsidiaries of the financing authority or to only one of them.

However, the provisions of the first paragraph do not apply to transactions between the financing authority and its subsidiaries or between the subsidiaries.

CHAPTER II

ORGANIZATION AND OPERATION

13. The head office of the financing authority shall be located in the territory of the Communauté urbaine de Québec. Notice of the location of the head office shall be published in the *Gazette officielle du Québec*.

14. The affairs of the financing authority shall be administered by a board of directors composed of nine members appointed by the Minister, including

(1) four persons who are members of the personnel of the Ministère des Finances;

(2) one person who is a member of the personnel of the Ministère de l'Éducation, on the recommendation of the Minister of Education;

(3) one person who is a member of the personnel of the Ministère de la Santé et des Services sociaux, on the recommendation of the Minister of Health and Social Services;

(4) one person who is a member of the personnel of the Ministère des Affaires municipales et de la Métropole, on the recommendation of the Minister of Municipal Affairs and Greater Montréal.

15. The Minister shall designate the chief executive officer of the financing authority and the chair of the board of directors from among the persons referred to in paragraph 1 of section 14.

The positions of chief executive officer and chair of the board of directors may be held concurrently.

16. The chief executive officer is responsible for the administration and direction of the financing authority within the scope of its by-laws and policies.

17. The chair of the board of directors shall call and preside at the meetings of the board and see to the proper operation of the board. The chair shall exercise any other functions assigned to the chair by the board.

18. The members of the board of directors shall designate a vice-chair from among their number. The vice-chair shall exercise the functions of the chair when the latter is absent or unable to act.

19. The chief executive officer shall be appointed for a term not exceeding five years, and the other members of the board shall be appointed for a term not exceeding three years.

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

20. Any vacancy on the board of directors shall be filled in accordance with the rules of appointment set out in section 14 for the unexpired portion of the term of the member to be replaced.

Absence from the number of board meetings determined in the internal by-laws of the financing authority constitutes a vacancy, in the cases and circumstances indicated therein.

21. The members of the board of directors shall receive no remuneration, except in such cases, on such conditions and to such extent as may be determined by the Government. They are, however, entitled to the reimbursement of expenses incurred in the exercise of their functions, on the conditions and to the extent determined by the Government.

22. The quorum at meetings of the board is the majority of its members, including the chief executive officer or the chair.

Decisions of the board are made by a majority vote of the members present. In the case of a tie-vote, the chair of the meeting has a casting vote.

23. The minutes of meetings of the board of directors, approved by the board and certified by the chief executive officer, the chair or vice-chair of the board or the secretary, are authentic, as are documents and copies emanating from the financing authority or forming part of its records where so certified.

24. An intelligible print-out of a decision or of any other data stored by the financing authority in computerized or other electronic form is a document of the financing authority and constitutes proof of its contents where certified by a person referred to in section 23.

25. A document is binding on the financing authority or may be attributed to it only if it is signed by the chief executive officer, the chair or vice-chair of the board, the secretary, another member of the board of directors or another member of the financing authority's personnel and, in the latter two cases, only to the extent determined by the internal by-laws of the financing authority.

The by-laws may, however, allow, on the conditions and on the negotiable instruments indicated therein, that the signature be affixed by a person authorized by the financial institution with which the financing authority does business.

26. The internal by-laws of the financing authority may allow, subject to the conditions and on the documents determined therein, that a signature be affixed by means of an automatic device, that a signature be electronic or that a facsimile of a signature be engraved, lithographed or printed. However, the facsimile has the same force as the signature itself only if the document is countersigned by a person referred to in section 23.

The by-laws may, however, provide, for the documents determined therein, that the facsimile has the same force as the signature itself even if the document is not countersigned.

27. The members of the personnel of the financing authority shall be appointed in accordance with the staffing plan established by by-law of the financing authority. The by-laws shall, in addition, determine the pay scales and rates, employee benefits and other conditions of employment applicable to the members of the personnel.

The by-laws must be submitted to the Government for approval.

28. Any member of the personnel of the financing authority who has a direct or indirect interest in an enterprise causing the personnel member's personal interest to conflict with that of the financing authority must, on pain of forfeiture of office, disclose the interest in writing to the chief executive officer.

29. The internal by-laws of the financing authority must be submitted to the Government for approval.

No by-law of the financing authority is subject to ratification by the shareholder.

30. The Minister may issue directives concerning the policy and general objectives to be pursued by the financing authority.

The directives must be approved by the Government, and come into force on the day of their approval. Once approved, they are binding on the financing authority, and the financing authority must comply with them.

Every directive shall be laid before the National Assembly within 15 days of being approved by the Government or, if the Assembly is not sitting, within 15 days of resumption.

31. The provisions of Part II of the Companies Act (R.S.Q., chapter C-38), except those of sections 159 to 162, 179, 184, 189 and paragraph 3 of section 196, and the provisions of sections 89.1 to 89.4 of Part I and sections 123.87 to 123.89 of Part IA of that Act apply to the financing authority.

CHAPTER III

FINANCIAL PROVISIONS

32. The authorized share capital of the financing authority shall be \$100,000,000, divided into 1,000,000 shares having a par value of \$100 each.

33. The shares of the financing authority shall form part of the domain of the State and shall be allotted to the Minister of Finance.

34. The Minister of Finance may, with the authorization of the Government, pay to the financing authority out of the consolidated revenue fund the sum of \$100,000,000 for 1,000,000 fully paid shares of its share capital for which certificates shall be issued to the Minister of Finance.

The payment may be made in one or more instalments; if it is made in more than one instalment, each must be authorized by the Government.

35. After a reduction of the share capital of the financing authority and an equivalent repayment of capital, made to the Minister of Finance under the Act respecting the reduction of the share capital of legal persons established in the public interest and of their subsidiaries (R.S.Q., chapter R-2.2.1), the Minister may, with the authorization of the Government and subject to the conditions it determines, subscribe for shares of the financing authority for an amount that shall not exceed the amount of the repayment. The shares shall be paid out of the consolidated revenue fund. Certificates shall be issued when the shares are fully paid.

36. The Government may, subject to the terms and conditions it determines, transfer to the financing authority the ownership of any property forming part of the domain of the State and may receive in return any property, including shares of the capital of the financing authority.

37. A transfer pursuant to section 36 is registered in the land register on presentation of a declaration describing the transfer, referring to the order in council, containing the description of the immovable property transferred and indicating the effective date of the transfer.

38. The Government may, subject to the conditions it determines,

(1) guarantee the payment of the principal of and interest on any loan contracted by the financing authority or one of its subsidiaries referred to in section 11 and the performance of their obligations ;

(2) authorize the Minister of Finance to advance to the financing authority or one of such subsidiaries any amount considered necessary for the fulfilment of their obligations or the pursuit of their mission.

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

39. The financing authority shall finance its operations out of the revenue it derives from the financial services it provides, the commitment, professional and other fees it charges and the other monies it receives.

40. The dividends payable by the financing authority shall be fixed by the Government.

CHAPTER IV

ACCOUNTS AND REPORTS

41. The fiscal year of the financing authority ends on 31 March.

42. The financing authority shall, not later than 31 July each year, file with the Minister its financial statements and a report of its operations for the preceding fiscal year.

The financial statements and report of operations must contain all the information required by the Minister.

43. The Minister shall table the report of operations and financial statements of the financing authority in the National Assembly within 15 days of receiving them or, if the Assembly is not sitting, within 15 days of resumption.

44. The financing authority shall formulate, according to the form, content and intervals fixed by the Minister, a plan of operations that must include the operations of its subsidiaries. The plan must be submitted to the Minister for approval.

45. The books and accounts of the financing authority shall be audited by the Auditor General each year and whenever so ordered by the Government.

The auditor's report must be submitted with the report of operations and financial statements of the financing authority.

46. The financing authority shall communicate to the Minister any information required by the Minister concerning its operations and the operations of its subsidiaries.

CHAPTER V

AMENDING AND MISCELLANEOUS PROVISIONS

FINANCIAL ADMINISTRATION ACT

47. Section 69.1 of the Financial Administration Act (R.S.Q., chapter A-6) is amended by adding the following sentence at the end: "The Government shall determine the nature of the loans to be granted pursuant to that section."

48. The said Act is amended by inserting the following section after section 69.1:

"69.1.1. The fund shall also be used to finance the provision of financial services to departments, bodies and special funds.

The Government shall determine the nature of the financial services financed by the fund, the nature of the costs that may be charged to the fund and the departments, bodies and special funds that must, to the extent it indicates, obtain such financial services through the fund."

49. Section 69.2 of the said Act is amended by replacing " , its assets and liabilities and the nature of the loans to be granted pursuant to section 69.6" by "and its assets and liabilities".

50. Section 69.3 of the said Act is amended

(1) by replacing "to section" in paragraph 1 by "to sections 69.1.1 and";

(2) by inserting the following paragraph after paragraph 1 :

“(1.1) the sums paid into it by the Minister out of the appropriations granted for that purpose by Parliament;”.

51. The said Act is amended by inserting the following section after section 69.6:

“69.6.1. The Government shall establish a tariff of commitment, professional and other fees for the financial services offered to departments, bodies and special funds.”

ACT RESPECTING THE MINISTÈRE DES RESSOURCES NATURELLES

52. Section 17.3 of the Act respecting the Ministère des Ressources naturelles (R.S.Q., chapter M-25.2) is amended by replacing paragraph 2 by the following paragraph :

“(2) the sums paid by the Minister of Finance under the first paragraph of section 17.10 and section 17.10.1;”.

53. The said Act is amended by inserting the following section after section 17.10:

“17.10.1. The Minister may, as manager of the fund, borrow from the Minister of Finance sums taken out of the financing fund of the Ministère des Finances.”

ACT RESPECTING THE GOVERNMENT AND PUBLIC EMPLOYEES RETIREMENT PLAN

54. Schedule I to the Act respecting the Government and Public Employees Retirement Plan (R.S.Q., chapter R-10), amended by orders in council 1493-96 dated 4 December 1996 and 1589-96 dated 18 December 1996, orders in council 629-97 dated 13 May 1997, 788-97 dated 18 June 1997, 1105-97 dated 28 August 1997, 1652-97 dated 17 December 1997, 296-98 and 297-98 dated 18 March 1998, 730-98 dated 3 June 1998, 764-98 dated 10 June 1998 and 1155-98 dated 9 September 1998, and by section 35 of chapter 26 of the statutes of 1997, section 33 of chapter 27 of the statutes of 1997, section 13 of chapter 36 of the statutes of 1997, section 631 of chapter 43 of the statutes of 1997, section 57 of chapter 50 of the statutes of 1997, section 121 of chapter 63 of the statutes of 1997, section 52 of chapter 79 of the statutes of 1997, section 37 of chapter 83 of the statutes of 1997, section 61 of chapter 17 of the statutes of 1998, section 48 of chapter 42 of the statutes of 1998 and section 53 of chapter 44 of the statutes of 1998, is again amended by inserting the following in paragraph 1 at the place determined by the alphabetical order :

— “Financement-Québec”.

55. The provisions of the Act respecting guarantee fees in respect of loans obtained by government agencies (R.S.Q., chapter F-5.1) do not apply to the financing authority.

56. The responsibilities arising from financial transactions, advances and loans made under sections 36.1, 69.5 and 69.6 of the Financial Administration Act, and from contracts entered into, for the purposes of the operations of the financing fund, by the Minister, as manager of the fund, in respect of the public bodies referred to in paragraphs 1 to 5 of section 4, before (*insert here the date of coming into force of this section*) shall be transferred to the financing authority to the extent determined by the Government.

57. The financing authority shall, in respect of the responsibilities transferred to it under section 56, be substituted for the Minister of Finance, and shall acquire the rights and assume the obligations of the latter.

58. The files, documents and records of the Minister, as manager of the financing fund, relating to the financial transactions, advances, loans and contracts referred to in section 56, shall be transferred to the financing authority.

59. The proceedings to which the Minister of Finance, as manager of the financing fund, is a party are continued, without continuance of suit, by the financing authority, according to the rights it acquires and the obligations it assumes.

60. Subject to the provisions concerning the applicable conditions of employment, every person who is an employee of the Ministère des Finances on (*insert here the date of coming into force of this section*) designated by order of the Government shall become an employee of the financing authority.

61. Every employee of the financing authority who, when appointed to the financing authority, was a public servant with permanent tenure may apply for a transfer to a position in the public service or enter a competition for promotion to such a position in accordance with the Public Service Act (R.S.Q., chapter F-3.1.1).

62. Section 35 of the Public Service Act applies to an employee referred to in section 61 who enters a competition for promotion to a position in the public service.

63. Every employee referred to in section 61 who applies for a transfer or enters a competition for promotion may apply to the chairman of the Conseil du trésor for an assessment of the classification that would be assigned to the employee in the public service. The assessment must take account of the classification that the employee had in the public service on the date the employee left the public service as well as the years of experience and the formal training acquired in the course of employment with the financing authority.

If the employee is transferred subsequent to the application of the first paragraph, the deputy-minister of the department or chief executive officer of the body shall assign to the employee a classification in keeping with the assessment provided for in the first paragraph.

If the employee is promoted pursuant to section 62, the employee's classification must be based on the criteria set out in the first paragraph.

64. If some or all of the operations of the financing authority are discontinued or if there is a shortage of work, an employee referred to in section 61 is entitled to be placed on reserve in the public service with the classification the employee had on the date on which the employee left the public service.

In such a case, the chairman of the Conseil du trésor shall, where applicable, establish the employee's classification on the basis of the criteria set out in the first paragraph of section 63.

65. A person who, in accordance with the applicable conditions of employment, refuses to be transferred to the financing authority shall be assigned to it until the chairman of the Conseil du trésor is able to place the person in accordance with section 100 of the Public Service Act. The same applies to a person who is placed on reserve pursuant to section 64, who shall remain in the employ of the financing authority.

66. Subject to any remedy available under a collective agreement, an employee referred to in section 61 who is terminated or dismissed may bring an appeal under section 33 of the Public Service Act.

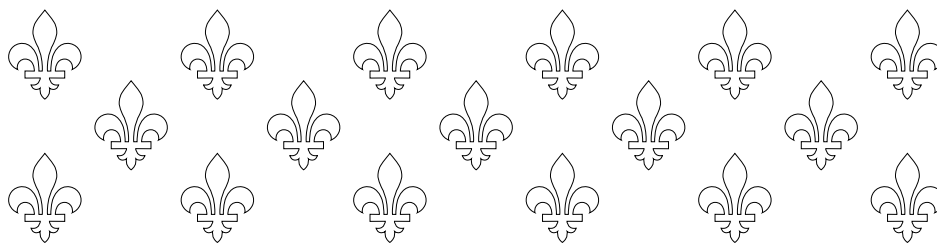
67. The Minister, as manager of the financing fund of the Ministère des Finances, shall pay to the consolidated revenue fund the sum of \$10,000,000 out of the surpluses accumulated by the financing fund.

The Minister shall pay to the financing authority the sum of \$100,000 out of the consolidated revenue fund for 1,000 shares of its share capital for which a certificate shall be issued to the Minister.

In addition, the Minister shall pay to the financing authority, as contributed surplus, the sum of \$9,900,000 taken out of the consolidated revenue fund.

68. The Minister of Finance is responsible for the administration of this Act.

69. The provisions of this Act come into force on the date or dates to be fixed by the Government.



NATIONAL ASSEMBLY

FIRST SESSION

THIRTY-SIXTH LEGISLATURE

Bill 15
(1999, chapter 12)

An Act to amend the Watercourses Act

Introduced 31 March 1999
Passage in principle 4 May 1999
Passage 10 June 1999
Assented to 16 June 1999

Québec Official Publisher
1999

EXPLANATORY NOTES

This bill amends the Watercourses Act to provide that hydro-electric power plants cannot generate more than 50 megawatts of power attributable to hydraulic power vested in the public domain pursuant to a lease granted by the Government.

In addition, the bill clarifies the scope of the provisions concerning the charge established on the basis of electricity production that is payable by all the holders of hydraulic power in Québec.

LEGISLATION AMENDED BY THIS BILL :

– Watercourses Act (R.S.Q., chapter R-13).

Bill 15

AN ACT TO AMEND THE WATERCOURSES ACT

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS :

1. Section 3 of the Watercourses Act (R.S.Q., chapter R-13) is amended

(1) by replacing “25 megawatts” in the third line of subparagraph 1 of the second paragraph by “50 megawatts attributable to the public domain” ;

(2) by replacing “25 megawatts” in the second line of subparagraph 2 of the second paragraph by “50 megawatts attributable to the public domain”.

2. The heading of Division VIII of the said Act is amended by striking out “CONTRIBUTIONS AND”.

3. Section 68 of the said Act is amended

(1) by replacing “an additional” in the third line of the first paragraph by “a”;

(2) by adding the following paragraph after the fourth paragraph :

“The charge provided for in this section is in addition to any other contractual charge that the holder may be obligated to pay.”

4. Sections 69.3, 69.4 and 69.5 of the said Act are amended by striking out the words “or contribution” wherever they occur.

5. Section 70 of the said Act is amended by striking out “contributions and” in the first line of the first paragraph.

6. This Act comes into force on 16 June 1999.



NATIONAL ASSEMBLY

FIRST SESSION

THIRTY-SIXTH LEGISLATURE

Bill 25
(1999, chapter 13)

An Act to amend various legislative provisions relating to building and the construction industry

Introduced 27 April 1999
Passage in principle 4 May 1999
Passage 25 May 1999
Assented to 16 June 1999

Québec Official Publisher
1999

EXPLANATORY NOTES

The object of this bill is to recognize as intervener in the fields of building and the construction industry the recently established Conseil conjoint de la Fédération des travailleurs du Québec (FTQ-Construction) et du Conseil provincial du Québec des métiers de la construction (International).

In addition, the bill enables the Government to entrust the Corporation of Master Electricians of Québec and the Corporation of Master Pipe-Mechanics of Québec, to the extent indicated in the bill, with the application of the Building Act in relation to the financial guarantees that may be required from their members.

The bill amends the power to make regulations with respect to the apportionment between the mandatory corporations and the Régie du bâtiment du Québec of the charges payable by building contractors as regards licences.

Moreover, the bill enables the construction industry commissioner to resolve any difficulty in the interpretation or application of the existing definitions of the four sectors of that industry.

Lastly, the bill includes various technical provisions, consequential amendments and transitional and final provisions.

LEGISLATION AMENDED BY THIS BILL :

- Building Act (R.S.Q., chapter B-1.1);
- Master Electricians Act (R.S.Q., chapter M-3);
- Master Pipe-Mechanics Act (R.S.Q., chapter M-4);
- Act respecting labour relations, vocational training and manpower management in the construction industry (R.S.Q., chapter R-20).

Bill 25

AN ACT TO AMEND VARIOUS LEGISLATIVE PROVISIONS RELATING TO BUILDING AND THE CONSTRUCTION INDUSTRY

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS :

BUILDING ACT

1. Section 106 of the Building Act (R.S.Q., chapter B-1.1) is amended by replacing “Conseil provincial du Québec des métiers de la construction (INTERNATIONAL), the Fédération des travailleurs du Québec (FTQ-CONSTRUCTION) and the Syndicat de la construction Côte Nord de Sept-Îles Inc.” in the third, fourth, fifth and sixth lines of subparagraph 6 of the second paragraph by “Conseil conjoint de la Fédération des travailleurs du Québec (FTQ-Construction) et du Conseil provincial du Québec des métiers de la construction (International) and the Syndicat québécois de la construction.”.

2. Section 129.3 of the said Act, enacted by section 34 of chapter 46 of the statutes of 1998, is amended by adding “and the financial guarantees that may be required from them” at the end of the first paragraph.

3. Section 182 of the said Act, amended by section 52 of chapter 46 of the statutes of 1998, is again amended

(1) by replacing “transmit to the Board, and to the mandatory Corporation,” in the third and fourth lines of subparagraph 6.1 of the first paragraph by “transmit to the mandatory Corporation”;

(2) by striking out “to be authorized to perform or cause to be performed construction work which requires, owing to its purpose and scope, more than one class or subclass of licence” in the fifth, sixth and seventh lines of subparagraph 6.1 of the first paragraph;

(3) by striking out “authorizing the contractor to perform or cause to be performed construction work which requires, owing to its purpose and scope, more than one class or subclass of licence” in the fourth, fifth and sixth lines of subparagraph 6.2 of the first paragraph.

MASTER ELECTRICIANS ACT

4. Section 9.1 of the Master Electricians Act (R.S.Q., chapter M-3), enacted by section 71 of chapter 46 of the statutes of 1998, is amended by adding “and

the financial guarantees that may be required from them” at the end of paragraph 1.

5. Section 11.1 of the said Act, enacted by section 72 of chapter 46 of the statutes of 1998, is amended by adding “and the financial guarantees that may be required from them” at the end of the first paragraph.

MASTER PIPE-MECHANICS ACT

6. Section 8.1 of the Master Pipe-Mechanics Act (R.S.Q., chapter M-4), enacted by section 76 of chapter 46 of the statutes of 1998, is amended by adding “and the financial guarantees that may be required from them” at the end of paragraph 1.

7. Section 9.2 of the said Act, enacted by section 77 of chapter 46 of the statutes of 1998, is amended by adding “and the financial guarantees that may be required from them” at the end of the first paragraph.

ACT RESPECTING LABOUR RELATIONS, VOCATIONAL TRAINING AND MANPOWER MANAGEMENT IN THE CONSTRUCTION INDUSTRY

8. Section 1 of the Act respecting labour relations, vocational training and manpower management in the construction industry (R.S.Q., chapter R-20) is amended by replacing “a federation or confederation of such unions or groups, a trades council, a provincial trades council or a federation of such councils” in the second, third and fourth lines of subparagraph *a* of the first paragraph by “a trades council, a provincial trades council or a federation or confederation of such unions, groups or councils”.

9. Section 21 of the said Act, replaced by section 89 of chapter 46 of the statutes of 1998, is amended by inserting “of subparagraphs *v* to *y* of the first paragraph of section 1,” after “application” in the first line of the first paragraph.

10. Section 28 of the said Act, amended by section 101 of chapter 46 of the statutes of 1998, is again amended by replacing “Conseil provincial du Québec des métiers de la construction (INTERNATIONAL), the Fédération des travailleurs du Québec (FTQ-CONSTRUCTION)” in the third, fourth and fifth lines by “Conseil conjoint de la Fédération des travailleurs du Québec (FTQ-Construction) et du Conseil provincial du Québec des métiers de la construction (International)”.

11. Section 82 of the said Act, amended by section 115 of chapter 46 of the statutes of 1998, is again amended by replacing the second paragraph by the following paragraph:

“Subparagraphs *a* and *b* of the first paragraph continue to apply notwithstanding the expiry of a collective agreement.”

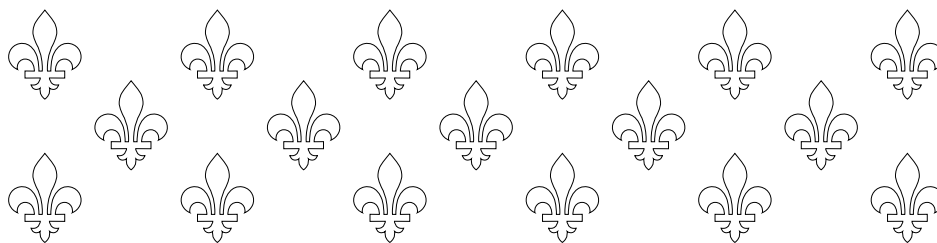
TRANSITIONAL AND FINAL PROVISIONS

12. Unless the court decides otherwise, matters that are pending before the court shall be continued and decided by that court regardless of the amendment to section 21 of the Act respecting labour relations, vocational training and manpower management in the construction industry made by section 9 of this Act.

13. For the purposes of the Act respecting labour relations, vocational training and manpower management in the construction industry, the Conseil conjoint de la Fédération des travailleurs du Québec (FTQ-Construction) et du Conseil provincial du Québec des métiers de la construction (International) shall replace the Conseil provincial du Québec des métiers de la construction (INTERNATIONAL) and the Fédération des travailleurs du Québec (FTQ-CONSTRUCTION) as the representative association.

For the same purpose, the certificates issued to both associations under section 34 of the said Act are deemed to be issued to the Conseil conjoint, the representativeness of the Conseil conjoint is deemed to be equal to the representativeness established for both associations by the certificates and any reference to either association on a document issued pursuant to section 36 of that Act is deemed to be a reference to the Conseil conjoint.

14. This Act comes into force on 16 June 1999, except the provisions of sections 1, 8, 10 and 13, which come into force on the date or dates to be fixed by the Government.



NATIONAL ASSEMBLY

FIRST SESSION

THIRTY-SIXTH LEGISLATURE

Bill 32
(1999, chapter 14)

An Act to amend various legislative provisions concerning de facto spouses

Introduced 6 May 1999
Passage in principle 19 May 1999
Passage 10 June 1999
Assented to 16 June 1999

Québec Official Publisher
1999

EXPLANATORY NOTE

This bill amends the Acts and regulations that contain a definition of the concept of de facto spouse to allow de facto unions to be recognized without regard to the sex of the persons concerned.

LEGISLATION AMENDED BY THIS BILL :

- Workmen’s Compensation Act (R.S.Q., chapter A-3);
- Act respecting industrial accidents and occupational diseases (R.S.Q., chapter A-3.001);
- Act respecting financial assistance for education expenses (R.S.Q., chapter A-13.3);
- Legal Aid Act (R.S.Q., chapter A-14);
- Automobile Insurance Act (R.S.Q., chapter A-25);
- Act respecting insurance (R.S.Q., chapter A-32);
- Savings and Credit Unions Act (R.S.Q., chapter C-4.1);
- Code of Civil Procedure (R.S.Q., chapter C-25);
- Act respecting the conditions of employment and the pension plan of the Members of the National Assembly (R.S.Q., chapter C-52.1);
- Cooperatives Act (R.S.Q., chapter C-67.2);
- Act respecting duties on transfers of immovables (R.S.Q., chapter D-15.1);
- Act respecting school elections (R.S.Q., chapter E-2.3);
- Taxation Act (R.S.Q., chapter I-3);
- Act respecting labour standards (R.S.Q., chapter N-1.1);
- Act respecting the Québec Pension Plan (R.S.Q., chapter R-9);

- Act respecting the Pension Plan of Certain Teachers (R.S.Q., chapter R-9.1);
- Act respecting the Pension Plan of Peace Officers in Correctional Services (R.S.Q., chapter R-9.2);
- Act respecting the Pension Plan of Elected Municipal Officers (R.S.Q., chapter R-9.3);
- Act respecting the Government and Public Employees Retirement Plan (R.S.Q., chapter R-10);
- Act respecting the Teachers Pension Plan (R.S.Q., chapter R-11);
- Act respecting the Civil Service Superannuation Plan (R.S.Q., chapter R-12);
- Supplemental Pension Plans Act (R.S.Q., chapter R-15.1);
- Act respecting trust companies and savings companies (R.S.Q., chapter S-29.01);
- Act respecting the Québec sales tax (R.S.Q., chapter T-0.1);
- Courts of Justice Act (R.S.Q., chapter T-16);
- Automobile Insurance Act (1977, chapter 68);
- Act respecting assistance and compensation for victims of crime (1993, chapter 54);
- Act respecting income support, employment assistance and social solidarity (1998, chapter 36).

Bill 32

AN ACT TO AMEND VARIOUS LEGISLATIVE PROVISIONS CONCERNING DE FACTO SPOUSES

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS :

WORKMEN'S COMPENSATION ACT

1. Section 2 of the Workmen's Compensation Act (R.S.Q., chapter A-3) is amended in the definition of "consorts"

- (1) by replacing "means a man and a woman" by "means";
- (2) by replacing "who are married and who live together" in paragraph A by "two persons who are married to each other and live together";
- (3) by replacing "who live together as husband and wife" in paragraph B by "two persons, of opposite sex or the same sex, who live together in a de facto union";
- (4) by replacing "représentés" in subparagraph ii of paragraph B of the French text by "représentées".

ACT RESPECTING INDUSTRIAL ACCIDENTS AND OCCUPATIONAL DISEASES

2. Section 2 of the Act respecting industrial accidents and occupational diseases (R.S.Q., chapter A-3.001), amended by section 1 of chapter 27 of the statutes of 1997, is again amended in the definition of "spouse"

- (1) by replacing "the man or the woman" by "the person";
- (2) by replacing "marié" in paragraph 1 of the French text by "mariée";
- (3) by replacing "as if they were married" in paragraph 2 by "in a de facto union, whether the person is of the opposite or the same sex,";
- (4) by replacing "représenté" in subparagraph *b* of paragraph 2 of the French text by "représentée".

ACT RESPECTING FINANCIAL ASSISTANCE FOR
EDUCATION EXPENSES

3. Section 2 of the Act respecting financial assistance for education expenses (R.S.Q., chapter A-13.3) is amended by replacing “who is married to the student and not separated from him legally or de facto, or who lives with the student in a de facto union and with his child or the child of the student” in the definition of “spouse” by “who is married to and is not separated, legally or de facto, from the student, or the person of the opposite or the same sex who lives with the student in a de facto union with a child of the person or of the student”.

4. Section 4 of the said Act, amended by section 2 of chapter 90 of the statutes of 1997, is again amended by inserting “of the opposite or the same sex” after “another person” in subparagraph 3 of the first paragraph, and by replacing “dependent child” in the said subparagraph by “child of that person”.

The English text of the said section is amended

(1) by replacing “his parents or his sponsor, as the case may be, except if” in the first paragraph by “the student’s parents or sponsor, as the case may be, except if the student”;

(2) by striking out the word “he” at the beginning of subparagraphs 1 to 3 and 5 to 12 of the first paragraph, and by striking out the word “she” at the beginning of subparagraph 4 of the first paragraph;

(3) by replacing “his own” in subparagraph 9 of the first paragraph by “the student’s own”, by replacing “his father, mother or, as the case may be, his sponsor,” in that subparagraph by “the student’s father, mother, or sponsor, as the case may be,”, and by replacing “he was” in that subparagraph by “the student was”;

(4) by replacing “he was” in subparagraph 10 of the first paragraph by “the student was”;

(5) by striking out the word “he” at the beginning of subparagraph 10.1 of the first paragraph, enacted by section 2 of chapter 90 of the statutes of 1997, and by replacing “he was” in that subparagraph by “the student was”;

(6) by replacing “his parents or his sponsor” in subparagraph 11 of the first paragraph by “the student’s parents or sponsor”;

(7) by replacing “he has” in subparagraph 12 of the first paragraph by “the student has”;

(8) by replacing “his or her” in the second paragraph by “the student’s”.

LEGAL AID ACT

5. Section 1.1 of the Legal Aid Act (R.S.Q., chapter A-14) is amended by replacing “persons of full age who live together as husband and wife” in paragraph 3 by “two persons of full age, of opposite sex or the same sex, who live together in a de facto union”.

The English text of the said section is amended

(1) by replacing “persons” in paragraph 1 by “two persons”;

(2) by replacing “persons who live together as husband and wife” in paragraph 2 by “two persons who live together in a de facto union”.

AUTOMOBILE INSURANCE ACT

6. Section 2 of the Automobile Insurance Act (R.S.Q., chapter A-25) is amended in the definition of “spouse”

(1) by replacing “man or woman” by “person”;

(2) by replacing “with the victim and has been publicly represented as his spouse” by “with the victim, whether the person is of the opposite or the same sex, and has been publicly represented as the victim’s spouse”;

(3) by replacing “ils ont” in the French text by “elles ont”;

(4) by replacing “l’un d’eux” in the French text by “l’une d’elles”.

ACT RESPECTING INSURANCE

7. Section 1 of the Act respecting insurance (R.S.Q., chapter A-32), amended by section 497 of chapter 37 of the statutes of 1998, is again amended by replacing “and cohabits with the person to whom he is married, or a person who is living with another person” in paragraph *v* by “to and cohabits with another person, or a person who lives with another person of the opposite or the same sex”.

SAVINGS AND CREDIT UNIONS ACT

8. Section 209 of the Savings and Credit Unions Act (R.S.Q., chapter C-4.1) is amended by inserting “of the opposite or the same sex” after “another person” in paragraph 2.

The English text of the said section is amended by replacing “and cohabits with the person to whom he is married” in paragraph 1 by “to and cohabits with another person”.

CODE OF CIVIL PROCEDURE

9. Article 553 of the Code of Civil Procedure (R.S.Q., chapter C-25) is amended by replacing “or, if he is not married, the person” in the second paragraph by “or, if the debtor is not married, the person of the opposite or the same sex”.

ACT RESPECTING THE CONDITIONS OF EMPLOYMENT AND THE PENSION PLAN OF THE MEMBERS OF THE NATIONAL ASSEMBLY

10. Section 39 of the Act respecting the conditions of employment and the pension plan of the Members of the National Assembly (R.S.Q., chapter C-52.1) is amended by replacing “the person who was unmarried at the time of the death and who had been living in a de facto union with the Member or pensioner and who had been publicly represented as his spouse” in the first paragraph by “an unmarried person of the opposite or the same sex who, at the time of the death, was living in a de facto union with the Member or pensioner and had been publicly represented as the Member’s or pensioner’s spouse”.

COOPERATIVES ACT

11. Section 69 of the Cooperatives Act (R.S.Q., chapter C-67.2) is amended by inserting “, of opposite sex or of the same sex,” after “persons” in the second paragraph.

ACT RESPECTING DUTIES ON TRANSFERS OF IMMOVABLES

12. Section 20 of the Act respecting duties on transfers of immovables (R.S.Q., chapter D-15.1), amended by section 112 of chapter 93 of the statutes of 1997, is again amended by inserting the words “or of the same” after the words “of opposite” wherever they occur in the second paragraph.

ACT RESPECTING SCHOOL ELECTIONS

13. Section 46 of the Act respecting school elections (R.S.Q., chapter E-2.3) is amended by replacing “who cohabits with but is not married to that person and whom he publicly presents as his spouse” in subparagraph 2 of the second paragraph by “of the opposite or the same sex who lives with that person in a de facto union and who is publicly represented as that person’s spouse”.

TAXATION ACT

14. Section 2.2.1 of the Taxation Act (R.S.Q., chapter I-3) is amended by inserting “or the same” after “of the opposite” in subparagraph *a* of the first paragraph.

ACT RESPECTING LABOUR STANDARDS

15. Section 1 of the Act respecting labour standards (R.S.Q., chapter N-1.1) is amended in paragraph 3 of the first paragraph

(1) by replacing ““consort” means either of a man and a woman” by ““consort” means either of two persons”;

(2) by replacing “mariés” in subparagraph *a* of the French text by “mariées”;

(3) by replacing “have been living together as husband and wife” in subparagraph *c* by “are of opposite sex or the same sex and have been living together in a de facto union”.

The English text of the said section is amended by replacing “as husband and wife” in subparagraph *b* by “in a de facto union”.

ACT RESPECTING THE QUÉBEC PENSION PLAN

16. Section 91 of the Act respecting the Québec Pension Plan (R.S.Q., chapter R-9) is amended by inserting “, whether the person is of the opposite or the same sex,” after “living with the contributor” in subparagraph *b* of the first paragraph.

17. Section 91.1 of the said Act, amended by section 19 of chapter 73 of the statutes of 1997, is again amended by inserting “of the opposite or the same sex” after “another person” in the first paragraph.

18. Section 102.10.3 of the said Act, enacted by section 35 of chapter 73 of the statutes of 1997, is amended by inserting “of opposite sex or the same sex” after “former *de facto* spouses” in paragraph *a*.

19. Section 158.3 of the said Act, amended by section 65 of chapter 73 of the statutes of 1997, is again amended by replacing “neither of them” in subparagraph 2 of the first paragraph by “neither the beneficiary nor the beneficiary’s spouse of the opposite or the same sex”.

ACT RESPECTING THE PENSION PLAN OF CERTAIN TEACHERS

20. Section 33 of the Act respecting the Pension Plan of Certain Teachers (R.S.Q., chapter R-9.1) is amended by inserting “of the opposite or the same sex” before “who was unmarried”.

The English text of the said section is amended by replacing “his death” by “the employee’s or pensioner’s death,” and “his or her spouse” by “the employee’s or pensioner’s spouse”.

ACT RESPECTING THE PENSION PLAN OF PEACE OFFICERS
IN CORRECTIONAL SERVICES

21. Section 58 of the Act respecting the Pension Plan of Peace Officers in Correctional Services (R.S.Q., chapter R-9.2) is amended by inserting “of the opposite or the same sex” before “who was unmarried”.

The English text of the said section is amended by replacing “his or her spouse” by “the employee’s or pensioner’s spouse”.

ACT RESPECTING THE PENSION PLAN OF
ELECTED MUNICIPAL OFFICERS

22. Section 44 of the Act respecting the Pension Plan of Elected Municipal Officers (R.S.Q., chapter R-9.3) is amended by inserting “of the opposite or the same sex” before “who was unmarried”.

The English text of the said section is amended by replacing “his or her spouse” by “the participant’s or pensioner’s spouse”.

ACT RESPECTING THE GOVERNMENT AND
PUBLIC EMPLOYEES RETIREMENT PLAN

23. Section 44 of the Act respecting the Government and Public Employees Retirement Plan (R.S.Q., chapter R-10) is amended by inserting “of the opposite or the same sex” before “who was unmarried”.

The English text of the said section is amended by replacing “his death” by “the employee’s or pensioner’s death,” and “his or her spouse” by “the employee’s or pensioner’s spouse”.

ACT RESPECTING THE TEACHERS PENSION PLAN

24. Section 46 of the Act respecting the Teachers Pension Plan (R.S.Q., chapter R-11) is amended by inserting “of the opposite or the same sex” before “who was unmarried”.

The English text of the said section is amended by replacing “his death” by “the teacher’s or pensioner’s death,” and “his or her spouse” by “the teacher’s or pensioner’s spouse”.

ACT RESPECTING THE CIVIL SERVICE SUPERANNUATION PLAN

25. Section 77 of the Act respecting the Civil Service Superannuation Plan (R.S.Q., chapter R-12) is amended by inserting “of the opposite or the same sex” before “who was unmarried”.

The English text of the said section is amended by replacing “his death” by “the officer’s or pensioner’s death,” and “his or her spouse” by “the officer’s or pensioner’s spouse”.

SUPPLEMENTAL PENSION PLANS ACT

26. Section 85 of the Supplemental Pension Plans Act (R.S.Q., chapter R-15.1) is amended by inserting “, whether the person is of the opposite or the same sex,” after “unmarried member” in subparagraph 2 of the first paragraph.

27. Section 90 of the said Act is amended by replacing “he has remarried or is living in a conjugal relationship with another person” by “the spouse has remarried or is living in a conjugal relationship with another person of the opposite or the same sex”.

28. Section 178 of the said Act is amended by inserting “of opposite sex or the same sex” before “who have been living” in the first paragraph.

ACT RESPECTING TRUST COMPANIES AND SAVINGS COMPANIES

29. Section 6 of the Act respecting trust companies and savings companies (R.S.Q., chapter S-29.01) is amended by replacing “cohabits with but is not married to another person,” in paragraph 2 of the definition of “spouse” by “lives in a de facto union with a person of the opposite or the same sex and”.

ACT RESPECTING THE QUÉBEC SALES TAX

30. Section 1 of the Act respecting the Québec sales tax (R.S.Q., chapter T-0.1), amended by sections 418 and 725 of chapter 85 and section 34 of chapter 87 of the statutes of 1997, is again amended by inserting “or the same” after “the opposite” in the definition of “former spouse”.

COURTS OF JUSTICE ACT

31. Section 236 of the Courts of Justice Act (R.S.Q., chapter T-16) is amended by replacing “in a de facto union with the judge, who was unmarried,” in paragraph 2 by “with the judge, who was unmarried, whether the person is of the opposite or the same sex, in a de facto union”.

ACT RESPECTING ASSISTANCE AND COMPENSATION FOR VICTIMS OF CRIME

32. Section 76 of the Act respecting assistance and compensation for victims of crime (1993, chapter 54) is amended, in the definition of “spouse”,

(1) by replacing “man or woman” by “person”;

(2) by replacing “marié” in the French text by “mariée”;

(3) by replacing “or who has been living in a de facto union with the victim and has been publicly represented as his spouse” by “, or the person of the opposite or the same sex who has been living in a de facto union with the victim and has been publicly represented as the victim’s spouse”;

(4) by replacing “ils ont” in the French text by “elles ont”;

(5) by replacing “l’un d’eux” in the French text by “l’une d’elles”.

33. Section 197 of the said Act is amended, in the definition of “spouse” in paragraph 2,

(1) by replacing “man or woman” by “person”;

(2) by replacing “marié” in the French text by “mariée”;

(3) by replacing “or who has been living in a de facto union with the victim and has been publicly represented as his spouse” by “, or the person of the opposite or the same sex who has been living in a de facto union with the victim and has been publicly represented as the victim’s spouse”;

(4) by replacing “ils ont” in the French text by “elles ont”;

(5) by replacing “l’un d’eux” in the French text by “l’une d’elles”.

ACT RESPECTING INCOME SUPPORT, EMPLOYMENT ASSISTANCE AND SOCIAL SOLIDARITY

34. Section 19 of the Act respecting income support, employment assistance and social solidarity (1998, chapter 36) is amended by replacing “who live together as husband and wife” in subparagraph 3 of the first paragraph by “of the opposite or the same sex who live together in a de facto union”.

35. Section 28 of the said Act is amended by replacing “with another person as husband or wife” in subparagraph 4 of the first paragraph by “with another person of the opposite or the same sex in a de facto union”.

AUTOMOBILE INSURANCE ACT (1977, chapter 68)

36. The text of section 1 of the Automobile Insurance Act (1977, chapter 68), maintained in force by section 23 of the Act to amend the Automobile Insurance Act and other legislation (1989, chapter 15) in respect of persons who suffer bodily injury before that date, is amended in paragraph 7 in the definition of “spouses”

(1) by replacing “a man and a woman” in the first line by “two persons”;

(2) by replacing “mariés” in the French text of paragraph *a* by “mariées”;

(3) by replacing “as husband and wife” in paragraph *b* by “in a de facto union, whether the persons are of the opposite or the same sex,”;

(4) by replacing “représentés” in the French text of subparagraph ii of paragraph *b* by “représentées”.

AMENDMENTS TO REGULATORY INSTRUMENTS

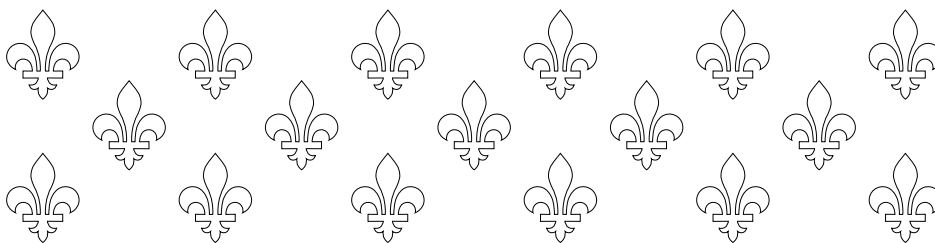
37. In all regulations to which the Regulations Act (R.S.Q., chapter R-18.1) applies, and even if the text provides to the contrary, the notion of common-law spouse, common-law consort or de facto spouse, together with the related notion of conjugal relationship, de facto union or living together as husband and wife, where the latter notion applies to de facto spouses, apply equally to spouses of the same sex and spouses of opposite sex.

TRANSITIONAL AND FINAL PROVISIONS

38. The amendment made by section 34 of this Act to the Act respecting income support, employment assistance and social solidarity is applicable, with regard to the Parental Wage Assistance Program established by that Act, only to years occurring after the year in which the amendment comes into force.

39. Every person required, by reason of this Act, to comply with new obligations must comply therewith before 14 September 1999 or, in cases where the person must relinquish assets or withdraw from a contract, before 13 December 1999.

40. This Act comes into force on 16 June 1999, except sections 18 and 19, which come into force on the date of coming into force of sections 35 and 65 of chapter 73 of the statutes of 1997, and sections 32, 33, 34 and 35, which come into force on the date of coming into force of the provisions they amend.



NATIONAL ASSEMBLY

FIRST SESSION

THIRTY-SIXTH LEGISLATURE

Bill 33
(1999, chapter 8)

**An Act respecting the Ministère
de la Recherche, de la Science et
de la Technologie**

**Introduced 4 May 1999
Passage in principle 18 May 1999
Passage 8 June 1999
Assented to 8 June 1999**

**Québec Official Publisher
1999**

EXPLANATORY NOTES

This bill provides for the creation of the Ministère de la Recherche, de la Science et de la Technologie to be headed by a minister designated as the Minister of Research, Science and Technology.

The bill defines the mission of the Minister, which will be to promote research, science, technology and innovation, and to improve synergy between the various players in the fields concerned by establishing mechanisms to facilitate concerted and integrated action. The Minister will, among other things, be responsible for preparing a policy on research, science, technology and innovation.

The bill assigns the Minister responsibility for the Conseil de la science et de la technologie, the Fonds pour la formation de chercheurs et l'aide à la recherche and the Fonds de la recherche en santé du Québec established under the Act to promote the advancement of science and technology in Québec, and incorporates the relevant provisions of that Act.

The bill also contains consequential amendments and transitional and final provisions.

LEGISLATION AMENDED BY THIS BILL :

- Act respecting assistance for the development of cooperatives and non-profit legal persons (R.S.Q., chapter A-12.1);
- Act respecting assistance for tourist development (R.S.Q., chapter A-13.1);
- Health Insurance Act (R.S.Q., chapter A-29);
- Act to promote the capitalization of small and medium-sized businesses (R.S.Q., chapter A-33.01);
- General and Vocational Colleges Act (R.S.Q., chapter C-29);
- Act respecting artistic, literary and scientific competitions (R.S.Q., chapter C-51);
- Cooperatives Act (R.S.Q., chapter C-67.2);

- Act respecting duties on transfers of immovables (R.S.Q., chapter D-15.1);
- Act respecting the establishment of a steel complex by Sidbec (R.S.Q., chapter E-14);
- Executive Power Act (R.S.Q., chapter E-18);
- Act to secure the handicapped in the exercise of their rights (R.S.Q., chapter E-20.1);
- Act respecting hours and days of admission to commercial establishments (R.S.Q., chapter H-2.1);
- Taxation Act (R.S.Q., chapter I-3);
- Winding-up Act (R.S.Q., chapter L-4);
- Act respecting lotteries, publicity contests and amusement machines (R.S.Q., chapter L-6);
- Act respecting stuffing and upholstered and stuffed articles (R.S.Q., chapter M-5);
- Act respecting the Ministère de l'Industrie, du Commerce, de la Science et de la Technologie (R.S.Q., chapter M-17);
- Act respecting the Ministère de la Santé et des Services sociaux (R.S.Q., chapter M-19.2);
- Act respecting the Ministère de la Sécurité publique (R.S.Q., chapter M-19.3);
- Government Departments Act (R.S.Q., chapter M-34);
- Act respecting the implementation of international trade agreements (R.S.Q., chapter M-35.2);
- Act respecting health services and social services (R.S.Q., chapter S-4.2);
- Act respecting the Société de promotion économique du Québec métropolitain (R.S.Q., chapter S-11.04);
- Act respecting the Société des alcools du Québec (R.S.Q., chapter S-13);

- Act respecting the Société du parc industriel et portuaire de Bécancour (R.S.Q., chapter S-16.001);
- Act respecting the Société du parc industriel et portuaire Québec-Sud (R.S.Q., chapter S-16.01);
- Act respecting the Société générale de financement du Québec (R.S.Q., chapter S-17);
- Act respecting Québec business investment companies (R.S.Q., chapter S-29.1);
- Act respecting the Centre de recherche industrielle du Québec (1997, chapter 29);
- Act respecting the Commission de développement de la métropole (1997, chapter 44);
- Act respecting the Ministère de l'Emploi et de la Solidarité and establishing the Commission des partenaires du marché du travail (1997, chapter 63);
- Act respecting Société Innovatech du Grand Montréal (1998, chapter 19);
- Act respecting Société Innovatech Régions ressources (1998, chapter 20);
- Act respecting Société Innovatech Québec et Chaudière-Appalaches (1998, chapter 21);
- Act respecting Société Innovatech du sud du Québec (1998, chapter 22).

LEGISLATION REPEALED BY THIS BILL :

- Act to promote the advancement of science and technology in Québec (R.S.Q., chapter D-9.1).

Bill 33

AN ACT RESPECTING THE MINISTÈRE DE LA RECHERCHE, DE LA SCIENCE ET DE LA TECHNOLOGIE

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS :

CHAPTER I

RESPONSIBILITIES OF THE MINISTER

1. The Ministère de la Recherche, de la Science et de la Technologie shall be under the direction of the Minister of Research, Science and Technology appointed under the Executive Power Act (R.S.Q., chapter E-18).

2. The mission of the Minister is to promote research, science, technology and innovation by promoting synergy between the various players in the fields concerned through the establishment of mechanisms to facilitate concerted and integrated action.

The mission includes preparing and implementing a policy on research, science, technology and innovation, in collaboration, in particular, with partners in the university, college, industrial and government sectors. The policy shall set out measurable objectives in social, cultural and economic terms and take into account the characteristics of the various regions in Québec.

The policy shall be submitted to the Government for approval. It shall be evaluated regularly to assess the degree to which its objectives have been achieved, the effectiveness of the strategies it promotes, its responsiveness to new needs and its impact on individuals and on society as a whole. Each evaluation shall be brought to the attention of the Government.

3. The Minister shall ensure the coherence of government actions in the fields of research, science, technology and innovation.

The Minister shall promote Québec's influence in those fields both within Canada and abroad.

4. The Minister may take all measures that are useful in the pursuit of the Minister's mission. In particular, the Minister shall provide financial support, subject to the conditions determined by the Minister, for the realization of projects in the fields within the Minister's jurisdiction.

5. In the exercise of ministerial functions, the Minister may, in particular,

(1) enter into agreements, according to law, with any government other than that of Québec, or with a department or body of such a government, or with an international organization or a body of such an organization;

(2) enter into agreements with any person, association, partnership or body;

(3) conduct or commission research, studies and analyses and make them public.

6. The Minister shall table a report in the National Assembly on the activities of the department for each fiscal year within six months of the end of the fiscal year concerned or, if the Assembly is not sitting, within 30 days of resumption.

The Minister shall also table the evaluations referred to in section 2 in the National Assembly within 30 days of the date on which they are brought to the attention of the Government or, if the Assembly is not sitting, within 30 days of resumption. The evaluations shall be examined by the competent parliamentary committee of the National Assembly.

CHAPTER II

DEPARTMENTAL ORGANIZATION

7. The Government, in accordance with the Public Service Act (R.S.Q., chapter F-3.1.1), shall appoint a person as Deputy Minister of the Ministère de la Recherche, de la Science et de la Technologie.

8. Under the direction of the Minister, the Deputy Minister shall administer the department.

The Deputy Minister shall, in addition, perform any other function assigned by the Government or the Minister.

9. In the performance of deputy-ministerial functions, the Deputy Minister has the authority of the Minister.

10. The Deputy Minister may, in writing and to the extent indicated, delegate the exercise of deputy-ministerial functions under this Act to a public servant or the holder of a position.

The Deputy Minister may, in the instrument of delegation, authorize the subdelegation of the functions indicated, and in that case shall specify the public servant or holder of a position to whom the functions may be subdelegated.

11. The personnel of the department shall consist of the public servants required for the carrying out of the functions of the Minister; they shall be appointed and remunerated in accordance with the Public Service Act.

The Minister shall determine the duties of the public servants to the extent that they are not determined by law or by the Government.

12. The signature of the Minister or Deputy Minister gives authority to any document emanating from the department.

A deed, document or writing is binding on the Minister or may be attributed to the Minister only if it is signed by the Minister, the Deputy Minister, a member of the personnel of the department or the holder of a position and, in the latter two cases, only so far as determined by the Government.

13. The Government may, subject to the conditions it determines, allow that a signature be affixed by an automatic device or electronic process.

The Government may, subject to the conditions it determines, allow that a facsimile of such a signature be engraved, lithographed or printed. The facsimile must be authenticated by the countersignature of a person authorized by the Minister.

14. A document or copy of a document emanating from the department or forming part of its records, signed or certified true by a person referred to in the second paragraph of section 12, is authentic.

15. An intelligible transcription of a decision or other data stored by the department on a computer or any other computer storage medium is a document of the department and is proof of its contents where certified true by a person referred to in the second paragraph of section 12.

CHAPTER III

AMENDING PROVISIONS

DIVISION I

INTEGRATION INTO THE ACT OF CERTAIN PROVISIONS OF THE ACT TO PROMOTE THE ADVANCEMENT OF SCIENCE AND TECHNOLOGY IN QUÉBEC AND REPEAL OF THAT ACT

16. Chapter III of the Act to promote the advancement of science and technology in Québec (R.S.Q., chapter D-9.1), comprising sections 20 to 34, becomes, under the same heading, Chapter II.1 of this Act, comprising sections 15.1 to 15.15, with the following changes:

(1) in the first paragraph of section 24, the reference to section 22 becomes a reference to section 15.3;

(2) in the first paragraph of section 29, the words “of Industry, Trade, Science and Technology” are struck out.

17. Division II of Chapter IV and Chapter V of the said Act, comprising sections 65 to 101, become, under the heading “RESEARCH SUPPORT FUNDS”, Chapter II.2 of this Act, comprising sections 15.16 to 15.51, with the following changes :

(1) subdivisions 1 to 4 of Division II of Chapter IV and Chapter V become, under the same headings, Divisions I to V of Chapter II.2 of this Act, respectively ;

(2) in section 65,

(a) in paragraph 1, the words “, under the responsibility of the Minister of Education” are struck out ;

(b) in paragraph 2, the words “, under the responsibility of the Minister of Health and Social Services” are struck out ;

(c) paragraph 3 is struck out ;

(3) in section 71,

(a) in the first paragraph, the words “three years” are replaced by the words “five years” ;

(b) the second paragraph is replaced by the following paragraph :

“The other members are appointed for not over three years.” ;

(4) in the first paragraph of section 73, the words “section 69” are replaced by the words “section 15.20” ;

(5) in the second paragraph of section 79, the words “section 76” are replaced by the words “section 15.27” ;

(6) in paragraph 2 of section 80, the words “section 83” are replaced by the words “section 15.33” ;

(7) section 82 is struck out ;

(8) in section 83,

(a) in the first paragraph, the words “minister responsible”, wherever they appear, are replaced by the word “Minister” ;

(b) in the third paragraph, the words “minister responsible for the Fonds” are replaced by the word “Minister” ;

(9) in section 90.1, the words “minister responsible” are replaced by the word “Minister”;

(10) in section 93, the words “section 92” are replaced by the words “section 15.43”;

(11) in the first paragraph of section 94, the words “and the Fonds de recherche en agriculture, en pêche et en alimentation” are struck out;

(12) in section 95,

(a) in the first paragraph, the words “and the Fonds de recherche en agriculture, en pêche et en alimentation shall transmit to their respective responsible ministers, a report of their” are replaced by the words “shall transmit to the Minister a report of”;

(b) in the second paragraph, the words “its responsible minister” are replaced by the words “the Minister”;

(c) in the third paragraph, the words “minister responsible” are replaced by the word “Minister”;

(13) in section 96,

(a) the words “responsible for a Fonds” are struck out;

(b) the word “minister” is replaced by the word “Minister” and the words “the Fonds” are replaced by the words “a Fonds”;

(14) in section 99, the words “section 98” are replaced by the words “section 15.49”;

(15) in section 101, the words “section 98 or 99” are replaced by the words “section 15.49 or 15.50”.

18. The Act to promote the advancement of science and technology in Québec (R.S.Q., chapter D-9.1) is repealed.

DIVISION II

OTHER AMENDMENTS

§1. — General amendments

19. The words “of Industry, Trade, Science and Technology” are replaced by the words “of Research, Science and Technology” and the words “de l’Industrie, du Commerce, de la Science et de la Technologie” are replaced by the words “de la Recherche, de la Science et de la Technologie” in the following provisions:

(1) section 1 of the Act respecting artistic, literary and scientific competitions (R.S.Q., chapter C-51);

(2) section 227 of the Taxation Act (R.S.Q., chapter I-3), and section 1029.8.1, amended by section 330 of chapter 85 of the statutes of 1997, section 1029.8.10, section 1029.8.11, amended by section 249 of chapter 85 of the statutes of 1997, and section 1029.8.16 of the said Act;

(3) section 42 of the Act respecting the Centre de recherche industrielle du Québec (1997, chapter 29).

20. The words “of Industry, Trade, Science and Technology” are replaced by the words “of Industry and Trade” and the words “de l’Industrie, du Commerce, de la Science et de la Technologie” are replaced by the words “de l’Industrie et du Commerce” in the following provisions:

(1) section 25 of the Act respecting assistance for the development of cooperatives and non-profit legal persons (R.S.Q., chapter A-12.1);

(2) sections 11, 37 and 39 of the Act respecting assistance for tourist development (R.S.Q., chapter A-13.1);

(3) section 21 of the Act to promote the capitalization of small and medium-sized businesses (R.S.Q., chapter A-33.01);

(4) section 328 of the Cooperatives Act (R.S.Q., chapter C-67.2);

(5) section 17 of the Act respecting duties on transfers of immovables (R.S.Q., chapter D-15.1);

(6) sections 9.3 and 17.1 of the Act respecting the establishment of a steel complex by Sidbec (R.S.Q., chapter E-14);

(7) section 38 of the Act respecting hours and days of admission to commercial establishments (R.S.Q., chapter H-2.1);

(8) sections 725.9, 776.1.5.3 and 776.1.5.4 of the Taxation Act (R.S.Q., chapter I-3), section 965.11.7.1, amended by section 213 of chapter 85 of the statutes of 1997, sections 965.35, 965.36.1, 1029.8.36.5, 1029.8.36.6, 1029.8.36.7, 1029.8.36.16, 1029.8.36.20, 1029.8.36.21, 1029.8.36.22, section 1029.8.36.23, amended by section 258 of chapter 85 of the statutes of 1997 and by section 231 of chapter 16 of the statutes of 1998, section 1029.8.36.54, amended by section 259 of chapter 85 of the statutes of 1997, section 1029.8.36.55, amended by section 260 of chapter 85 of the statutes of 1997, sections 1029.8.36.56, 1049.12, 1049.13, 1049.14, 1129.14, section 1130, amended by section 310 of chapter 85 of the statutes of 1997, section 1137, amended by section 311 of chapter 85 of the statutes of 1997, and section 1137.1 of the said Act;

(9) sections 17 and 18 of the Winding-up Act (R.S.Q., chapter L-4);

(10) section 20.1.1 of the Act respecting lotteries, publicity contests and amusement machines (R.S.Q., chapter L-6), amended by section 3 of chapter 54 of the statutes of 1997;

(11) section 21 of the Act respecting stuffing and upholstered and stuffed articles (R.S.Q., chapter M-5) and section 38 of the said Act, amended by section 10 of chapter 3 of the statutes of 1998;

(12) the title and sections 1 and 2 of the Act respecting the Ministère de l'Industrie, du Commerce, de la Science et de la Technologie (R.S.Q., chapter M-17);

(13) section 9 of the Act respecting the Ministère de la Sécurité publique (R.S.Q., chapter M-19.3), amended by section 13 of chapter 28 of the statutes of 1998;

(14) section 7 of the Act respecting the implementation of international trade agreements (R.S.Q., chapter M-35.2);

(15) section 35 of the Act respecting the Société de promotion économique du Québec métropolitain (R.S.Q., chapter S-11.04);

(16) section 20.2 of the Act respecting the Société des alcools du Québec (R.S.Q., chapter S-13) and section 30, amended by section 2 of chapter 32 of the statutes of 1997, and sections 34.1, 37, 59 and 61 of the said Act;

(17) section 63 of the Act respecting the Société du parc industriel et portuaire de Bécancour (R.S.Q., chapter S-16.001);

(18) sections 1 and 20 of the Act respecting the Société du parc industriel et portuaire Québec-Sud (R.S.Q., chapter S-16.01);

(19) section 15 of the Act respecting the Société générale de financement du Québec (R.S.Q., chapter S-17), section 15.1, amended by section 29 of chapter 45 of the statutes of 1998 and section 17 of the said Act;

(20) section 17 of the Act respecting Québec business investment companies (R.S.Q., chapter S-29.1);

(21) section 57 of the Act respecting the Commission de développement de la métropole (1997, chapter 44);

(22) section 21 of the Act respecting the Ministère de l'Emploi et de la Solidarité and establishing the Commission des partenaires du marché du travail (1997, chapter 63), amended by section 58 of chapter 91 of the statutes of 1997 and by section 203 of chapter 36 of the statutes of 1998, and section 40 of the said Act, amended by section 59 of chapter 91 of the statutes of 1997;

(23) section 42 of the Act respecting Société Innovatech Régions ressources (1998, chapter 20);

(24) section 45 of the Act respecting Société Innovatech Québec et Chaudière-Appalaches (1998, chapter 21);

(25) section 45 of the Act respecting Société Innovatech du sud du Québec (1998, chapter 22).

§2. — *Specific amendments*

21. Section 96 of the Health Insurance Act (R.S.Q., chapter A-29) is amended by replacing “Act to promote the advancement of science and technology in Québec (chapter D-9.1)” by “Act respecting the Ministère de la Recherche, de la Science et de la Technologie (1999, chapter 8)”.

22. Section 17.2 of the General and Vocational Colleges Act (R.S.Q., chapter C-29) is amended by inserting “after the latter has consulted the Minister of Research, Science and Technology” after “with the authorization of the Minister” in the first paragraph.

23. Section 4 of the Executive Power Act (R.S.Q., chapter E-18), amended by section 44 of chapter 58, by section 128 of chapter 63 and by section 51 of chapter 91 of the statutes of 1997, is again amended

(1) by replacing subparagraph 16 of the first paragraph by the following subparagraph:

“(16) A Minister of Industry and Trade;”;

(2) by adding the following subparagraph at the end:

“(35) A Minister of Research, Science and Technology.”

24. Section 7 of the Act to secure the handicapped in the exercise of their rights (R.S.Q., chapter E-20.1), amended by section 128 of chapter 63 of the statutes of 1997, is again amended by replacing “, Trade, Science and Technology” by “and Trade, the Deputy Minister of Research, Science and Technology,”.

25. Section 737.19 of the Taxation Act (R.S.Q., chapter I-3) is amended by replacing “Conseil de la science et de la technologie” in paragraph *a* by “Minister of Research, Science and Technology”.

26. Section 7 of the Act respecting the Ministère de l’Industrie, du Commerce, de la Science et de la Technologie (R.S.Q., chapter M-17) is amended by replacing “and trade, science and technology” in the first paragraph by “and the development of trade”.

27. Section 7.1 of the said Act, amended by section 875 of chapter 43 of the statutes of 1997, is again amended

(1) by replacing “, trade, science and technology” in paragraph 1 by “and trade”;

(2) by replacing “, commercial, scientific and technological” in paragraph 1.1 by “and commercial”;

(3) by striking out paragraphs 1.2 to 1.6;

(4) by replacing “, trade, science and technology” in paragraph 2 by “and trade”;

(5) by replacing “, trade, science and technology” in paragraph 5 by “and trade”;

(6) by replacing “, trade, science and technology” in paragraph 6 by “and trade”;

(7) by replacing “, trade, science and technology” in paragraph 9 by “and trade”.

28. Section 7.2 of the said Act is repealed.

29. Section 11.1 of the Act respecting the Ministère de la Santé et des Services sociaux (R.S.Q., chapter M-19.2) is amended by replacing “Act to promote the advancement of science and technology in Québec (chapter D-9.1)” by “Act respecting the Ministère de la Recherche, de la Science et de la Technologie (1999, chapter 8)”.

30. Section 1 of the Government Departments Act (R.S.Q., chapter M-34), amended by section 52 of chapter 58, section 128 of chapter 63 and section 55 of chapter 91 of the statutes of 1997, is again amended

(1) by replacing paragraph 15 by the following paragraph:

“(15) The Ministère de l’Industrie et du Commerce, presided over by the Minister of Industry and Trade;”;

(2) by adding the following paragraph:

“(35) The Ministère de la Recherche, de la Science et de la Technologie, presided over by the Minister of Research, Science and Technology.”

31. Section 88 of the Act respecting health services and social services (R.S.Q., chapter S-4.2) is amended

(1) by inserting “and the Minister of Research, Science and Technology” after “the Minister of Education”;

(2) by replacing “section 65 of the Act to promote the advancement of science and technology in Québec (chapter D-9.1)” by “the Act respecting the Ministère de la Recherche, de la Science et de la Technologie (1999, chapter 8)”.

32. Sections 89 to 91 of the said Act are amended by inserting “and the Minister of Research, Science and Technology” after “the Minister of Education”.

33. Section 4 of the Act respecting the Société de promotion économique du Québec métropolitain (R.S.Q., chapter S-11.04) is amended

(1) by replacing “six” and “five” in subparagraph 2 of the first paragraph by “seven” and “six”, respectively;

(2) by replacing “and the Minister of Industry, Trade, Science and Technology of Québec” in subparagraph 2 of the first paragraph by “, the Minister of Industry and Trade and the Minister of Research, Science and Technology”.

34. Section 5 of the Act respecting Société Innovatech du Grand Montréal (1998, chapter 19) is amended

(1) by replacing “Two” by “Three”;

(2) by replacing “, Trade, Science and Technology” by “and Trade, one by the Minister of Research, Science and Technology”.

35. Section 33 of the said Act is amended by inserting “, the Minister of Research, Science and Technology” after “Montréal”.

36. Section 5 of the Act respecting Société Innovatech Régions ressources (1998, chapter 20) is replaced by the following section:

“5. Two persons shall be delegated to the board of directors, one by the Minister of Industry and Trade and the other by the Minister of Research, Science and Technology from among the personnel members of their respective departments.”

37. Section 33 of the said Act is amended by replacing “, Trade, Science and Technology” by “and Trade, the Minister of Research, Science and Technology”.

38. Section 5 of the Act respecting Société Innovatech Québec et Chaudière-Appalaches (1998, chapter 21) is replaced by the following section:

“5. Two persons shall be delegated to the board of directors, one by the Minister of Industry and Trade and the other by the Minister of Research, Science and Technology from among the personnel members of their respective departments.”

39. Section 33 of the said Act is amended by replacing “, Trade, Science and Technology” by “and Trade, the Minister of Research, Science and Technology”.

40. Section 5 of the Act respecting Société Innovatech du sud du Québec (1998, chapter 22) is replaced by the following section:

“5. Two persons shall be delegated to the board of directors, one by the Minister of Industry and Trade and the other by the Minister of Research, Science and Technology from among the personnel members of their respective departments.”

41. Section 33 of the said Act is amended by replacing “, Trade, Science and Technology” by “and Trade, the Minister of Research, Science and Technology”.

CHAPTER IV

TRANSITIONAL AND FINAL PROVISIONS

42. Unless otherwise indicated by the context, in any text or document, regardless of its nature or form,

(1) a reference to the Minister or Deputy Minister of Industry, Trade, Science and Technology or the Ministère de l'Industrie, du Commerce, de la Science et de la Technologie is, according to the field concerned, a reference to the Minister or Deputy Minister of Research, Science and Technology or the Ministère de la Recherche, de la Science et de la Technologie or to the Minister or Deputy Minister of Industry and Trade or the Ministère de l'Industrie et du Commerce, according to the field concerned;

(2) a reference to the Act respecting the Ministère de l'Industrie, du Commerce, de la Science et de la Technologie or to any of its provisions is, according to the field concerned, a reference to the Act respecting the Ministère de la Recherche, de la Science et de la Technologie or to the Act respecting the Ministère de l'Industrie et du Commerce or to the corresponding provision of either Act;

(3) a reference to the Act to promote the advancement of science and technology in Québec or to any of its provisions is a reference to this Act or to the corresponding provision of this Act.

43. Agreements previously entered into by the Minister of Industry, Trade, Science and Technology in fields relating to research, science and technology are binding on the Minister of Research, Science and Technology, subject to the conditions provided therein.

Likewise, any financial assistance and subsidies previously granted in those fields are binding on the Minister of Research, Science and Technology who shall continue to manage the programs under which they were granted.

44. The Government shall determine, from among the members of the personnel of the Ministère de l'Industrie, du Commerce, de la Science et de la Technologie, the Ministère de la Santé et des Services sociaux and the Ministère du Conseil exécutif who perform duties relating to areas under the authority of the Minister of Research, Science and Technology, those who are to become members of the personnel of the Ministère de la Recherche, de la Science et de la Technologie.

The records and other documents of those departments shall be transferred to the Ministère de la Recherche, de la Science et de la Technologie, to the extent that they pertain to areas under the authority of the Minister.

45. The employees of the Fonds pour la formation de chercheurs et l'aide à la recherche or of the Fonds de la recherche en santé du Québec appointed pursuant to the Public Service Act (R.S.Q., chapter F-3.1.1) who acquired permanent status before 28 November 1984 or before 25 January 1984, as the case may be, may apply for a transfer to another employment in the civil service and take part in advancement competitions in accordance with the provisions of the Public Service Act. For that purpose, they retain the civil service classification they had on that date.

For the purposes of section 52 of the Public Service Act, the two Fonds are deemed to be agencies within the meaning of that Act.

46. Section 35 of the Public Service Act (R.S.Q., chapter F-3.1.1) applies to every employee referred to in section 45 who takes part in an advancement competition for an employment in the civil service.

47. Every employee referred to in section 45 who has been transferred to an employment in the civil service in accordance with that section may apply to the chairman of the Conseil du trésor for a readjustment of the classification of the employee within the employee's class of employment to take into account the experience and additional years of formal training acquired while the employee was employed by the Fonds pour la formation de chercheurs et l'aide à la recherche or the Fonds de la recherche en santé du Québec.

48. Every employee referred to in section 45 who has been promoted in accordance with that section may, in respect of the application of the rules of classification applicable at the time of the promotion, request that the chairman of the Conseil du trésor take into account the experience and additional years

of formal training acquired while the employee was employed by the Fonds pour la formation de chercheurs et l'aide à la recherche or the Fonds de la recherche en santé du Québec.

49. Should the Fonds pour la formation de chercheurs et l'aide à la recherche or, as the case may be, the Fonds de la recherche en santé du Québec cease its activities, every employee referred to in section 45 may either be laid off or transferred to an employment in the civil service that corresponds to the employee's classification on 28 November 1984 or on 25 January 1984, as the case may be.

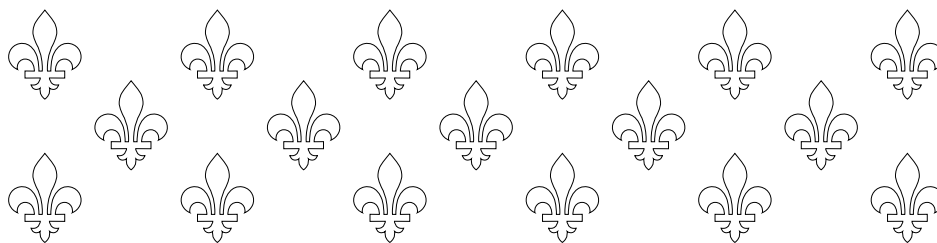
In such a case, the employee may apply to the chairman of the Conseil du trésor for a readjustment of the employee's classification in the same manner as that provided in section 48.

50. Subject to the recourses which may exist pursuant to a collective agreement, every employee referred to in section 45 who is dismissed or demoted may appeal therefrom in accordance with section 33 of the Public Service Act (R.S.Q., chapter F-3.1.1).

51. The civil servants of the Ministère de l'Éducation who on (*insert here the date of coming into force of this section*) became employees of the Fonds pour la formation de chercheurs et l'aide à la recherche may continue to contribute to the Civil Service Superannuation Plan or to the Government and Public Employees Retirement Plan, as the case may be, except if they decide to contribute to the supplemental pension plan of the Fonds.

52. The appropriations granted to a government department or body for the fiscal year 1999-2000 in relation to a responsibility assigned to the Minister of Research, Science and Technology shall, to the extent determined by the Government, be transferred to the Ministère de la Recherche, de la Science et de la Technologie.

53. This Act comes into force on 8 June 1999, except section 51, which comes into force on the date to be fixed by the Government.



NATIONAL ASSEMBLY

FIRST SESSION

THIRTY-SIXTH LEGISLATURE

Bill 63
(1999, chapter 7)

An Act respecting certain contracts entered into by the Ministère du Revenu

Introduced 27 May 1999
Passage in principle 4 June 1999
Passage 4 June 1999
Assented to 4 June 1999

**Québec Official Publisher
1999**

EXPLANATORY NOTES

This bill amends the Act respecting the Ministère du Revenu to subject service contracts awarded by the Minister or Deputy Minister of Revenue for the maintenance or development of computer systems, for electronic data processing or for document destruction and involving access to confidential information or the communication of confidential information to certain requirements concerning the protection of confidential information. Under the bill, the contracts will be submitted to the Commission d'accès à l'information for an opinion on whether they satisfy the requirements of the bill.

The bill specifies that where such contracts are currently in effect, they are deemed to satisfy the requirements. However, they must be submitted to the Commission d'accès à l'information for an opinion as to their compliance, and the Minister of Revenue must submit a report on the actions to be taken in response to the opinion of the Commission and table the report in the National Assembly.

Bill 63

AN ACT RESPECTING CERTAIN CONTRACTS ENTERED INTO BY THE MINISTÈRE DU REVENU

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS :

1. The Act respecting the Ministère du Revenu (R.S.Q., chapter M-31) is amended by inserting, after section 69, the following section :

“69.0.0.1. Where the Minister or Deputy Minister, to obtain assistance in pursuing the objects of a fiscal law or in performing any other task that may be incumbent upon the Minister or Deputy Minister in the exercise of their functions, awards a service contract for the maintenance or development of computer systems, for electronic data processing or for document destruction, and where the contract involves access to confidential information or the communication of confidential information, the Minister or Deputy Minister, as the case may be, must establish the contract in writing and see that it specifies the measures to be taken to ensure that the confidential information involved is used solely for the purposes of the contract and is retained only by the Minister once the contract has expired.

The Minister must submit the contract to the Commission d'accès à l'information in order to obtain, within 60 days, the Commission's opinion on whether the contract satisfies the requirements of the first paragraph.

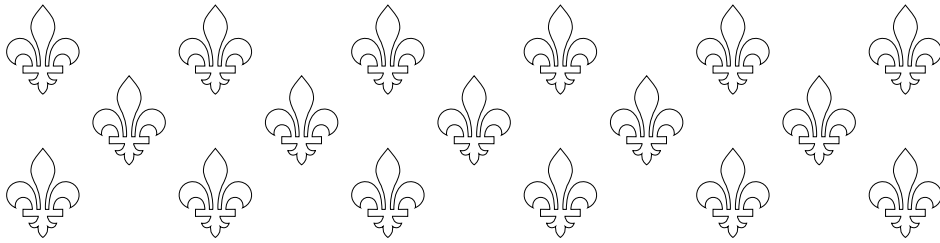
Where the opinion of the Commission is not favourable, the contract must, to be valid, be submitted to the Government for approval. The contract, together with the opinion of the Commission and the document evidencing the approval of the Government, shall be tabled in the National Assembly within 30 days after the approval if the Assembly is sitting or, if the Assembly is not sitting, within 30 days of resumption.”

2. Every contract in effect on 4 June 1999 to which section 69.0.0.1 of the Act respecting the Ministère du Revenu applies and that does not satisfy the requirements of that section is deemed to satisfy those requirements.

3. Every contract in effect on 4 June 1999 to which section 69.0.0.1 of the Act respecting the Ministère du Revenu applies must, within 30 days of that date, be submitted to the Commission d'accès à l'information for an opinion in accordance with that section. No failure to satisfy a requirement noted in the opinion of the Commission shall, however, invalidate such a contract.

The Minister must, within 60 days of receiving the opinion of the Commission, submit a report to the Government on the measures taken or to be taken by the Minister in response to the opinion. The Minister shall table the report in the National Assembly within 15 days or, if the Assembly is not sitting, with 15 days of resumption.

4. This Act comes into force on 4 June 1999.



NATIONAL ASSEMBLY

FIRST SESSION

THIRTY-SIXTH LEGISLATURE

Bill 70
(1999, chapter 10)

**An Act to ensure that essential services
are provided to the Office municipal
d'habitation de Montréal**

**Introduced 11 June 1999
Passage in principle 15 June 1999
Passage 15 June 1999
Assented to 16 June 1999**

**Québec Official Publisher
1999**

EXPLANATORY NOTES

The object of this bill is to establish and maintain essential services at the Office municipal d'habitation de Montréal.

To that end, the Office is deemed to be a public service within the meaning of the Labour Code until the date to be determined by the Government.

Bill 70

AN ACT TO ENSURE THAT ESSENTIAL SERVICES ARE PROVIDED TO THE OFFICE MUNICIPAL D'HABITATION DE MONTRÉAL

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS :

1. The Office municipal d'habitation de Montréal is, for the purposes of the Labour Code (R.S.Q., chapter C-27), deemed to be a public service within the meaning of section 111.0.16 of that Code.

The first paragraph has effect even in respect of a strike already in progress.

2. This Act shall cease to have effect on the date to be determined by the Government.

3. This Act comes into force on 16 June 1999.

Regulations and other acts

Gouvernement du Québec

O.C. 718-99, 23 June 1999

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

Non-unionizable employees — **Composition of the Comité de retraite** — **Amendments**

Regulation to amend the Regulation respecting the composition of the Comité de retraite of the Government and Public Employees Retirement Plan concerning non-unionizable employees

WHEREAS under section 173.1 of the Act respecting the Government and Public Employees Retirement Plan (R.S.Q., c. R-10), the Government may determine, by regulation, after consulting the associations representing the non-unionizable employees referred to in Title IV.0.1 of that Act, the composition of the Comité de retraite of the Government and Public Employees Retirement Plan concerning such employees and the manner in which the committee members are appointed;

WHEREAS by Order in Council 194-97 dated 19 February 1997, the Government made the Regulation respecting the composition of the Comité de retraite of the Government and Public Employees Retirement Plan concerning non-unionizable employees;

WHEREAS it is expedient to amend the Regulation;

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

THAT the Regulation to amend the Regulation respecting the composition of the Comité de retraite of the Government and Public Employees Retirement Plan concerning non-unionizable employees, attached hereto, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Regulation to amend the Regulation respecting the composition of the Comité de retraite of the Government and Public Employees Retirement Plan concerning non-unionizable employees*

An Act respecting the Government and Public Employees Retirement Plan
(R.S.Q., c. R-10, s. 173.1)

1. Section 1 of the Regulation respecting the composition of the Comité de retraite of the Government and Public Employees Retirement Plan concerning non-unionizable employees is amended

(1) by striking out the words “after consulting the associations representing those employees” in the second sentence and before paragraph 1; and

(2) by substituting the following for paragraphs 1 and 2:

“(1) a person representing non-unionizable employees referred to in Title IV.0.1 of the Act, from the public service sector, chosen after consulting the associations representing those employees;

(2) two persons representing non-unionizable employees referred to in Title IV.0.1 of the Act, from the education sector, chosen after consulting the associations representing those employees;

(3) three persons representing non-unionizable employees referred to in Title IV.0.1 of the Act, from the health and social services sector, one of which representing the directors general, one representing the senior officers and one representing the middle management officers, chosen after consulting the associations representing the group of employees concerned;

* The Regulation respecting the composition of the Comité de retraite of the Government and Public Employees Retirement Plan concerning non-unionizable employees, made by Order in Council 194-97 dated 19 February 1997 (1997, G.O. 2, 945), has not been amended since.

(4) a person who draws a pension from the Government and Public Employees Retirement Plan as a non-unionizable employee or, from 1 January 1997, as an employee referred to in Title IV.0.1 of the Act, chosen after consulting the associations representing at the same time those employees and pensioners of the plan.”.

2. This Regulation comes into force on the date on which it is made by the Government.

2947

Gouvernement du Québec

O.C. 768-99, 23 June 1999

An Act respecting the civil aspects of international and interprovincial child abduction (R.S.Q., c. A-23.01)

Application of the Act respecting the civil aspects of international and interprovincial child abduction to Belgium

WHEREAS section 41 of the Act respecting the civil aspects of international and interprovincial child abduction (R.S.Q., c. A-23.01) provides that the Government, upon the recommendation of the Minister of Justice and, as the case may be, of the Minister responsible for Canadian Intergovernmental Affairs or the Minister of International Relations, shall designate by order published in the *Gazette officielle du Québec* any State, province or territory in which it considers that Québec residents may benefit from measures similar to those set out in the Act;

WHEREAS that section also provides that the order shall indicate the date of the taking of effect of the Act for each State, province or territory designated in it;

WHEREAS Belgium ratified the Convention on the Civil Aspects of International Child Abduction on 9 February 1999 and that Convention came into force on 1 May 1999;

WHEREAS the Government considers that Québec residents may benefit in that State from measures similar to those set out in the Act respecting the civil aspects of international and interprovincial child abduction;

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

THAT Belgium be designated as a State to which the Act respecting the civil aspects of international and

interprovincial child abduction applies and that it take effect, in respect of that State, on 1 May 1999.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

2944

Gouvernement du Québec

O.C. 769-99, 23 June 1999

An Act respecting reciprocal enforcement of maintenance orders (R.S.Q., c. E-19)

Designation of Nunavut and Maine for the purposes of the Act respecting reciprocal enforcement of maintenance orders

WHEREAS under section 10 of the Act respecting reciprocal enforcement of maintenance orders (R.S.Q., c. E-19), the Government may by order published by the *Gazette officielle du Québec* designate any state, province or territory which it considers to have legislation substantially similar to the provisions of the Québec Act that authorizes the execution of judgments ordering payment of maintenance rendered in Québec;

WHEREAS under the same section, the order must give the date of the coming into force of the Act for each state, province or territory it designates;

WHEREAS the Gouvernement du Québec considers that the legislation of Nunavut and that of Maine are substantially similar to the legislation of Québec and authorize the execution of judgments ordering payment of maintenance rendered in Québec;

IT IS ORDERED, therefore, on the recommendation of the Minister of Justice, the Minister of International Relations and the Minister for Canadian Intergovernmental Affairs:

THAT Nunavut and Maine be designated pursuant to section 10 of the Act respecting reciprocal enforcement of maintenance orders;

THAT the Act come into force for Nunavut and Maine on the date of this Order in Council.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

2943

Gouvernement du Québec

O.C. 772-99, 23 June 1999

An Act to amend the Public Curator Act and other legislative provisions relating to property under the provisional administration of the Public Curator (1997, c. 80)

Amendment to Order in Council 593-99 dated 26 May 1999

WHEREAS Order in Council 593-99 dated 26 May 1999 fixed 1 July 1999 as the date of coming into force of sections 1 to 27, 29, 30, 33 to 35, 39 to 43, 45 to 78 and 81 of the Act to amend the Public Curator Act and other legislative provisions relating to property under the provisional administration of the Public Curator (1997, c. 80);

WHEREAS it is expedient to postpone to 1 October 2000 the date of coming into force of section 62 of the Act, but only as regards funds held in trust by the Joint Committee of the women's clothing industry for the payment of compensation for annual vacation with pay provided for in sections 8.00 to 8.06 of the Decree respecting the women's clothing industry (R.R.Q., 1981, c. D-2, r. 26);

IT IS ORDERED, therefore, upon the recommendation of the Minister of Relations with the Citizens and Immigration:

THAT the following be substituted for the operating part of Order in Council 593-99 dated 26 May 1999:

“THAT sections 1 to 27, 29, 30, 33 to 35, 39 to 43, 45 to 61, 63 to 78 and 81 of the Act to amend the Public Curator Act and other legislative provisions relating to property under the provisional administration of the Public Curator (1997, c. 80) come into force on 1 July 1999;

THAT section 62 of the Act come into force on 1 July 1999, except, until 1 October 2000, as regards funds held in trust by the Joint Committee of the women's clothing industry for the payment of compensation for annual vacation with pay provided for in sections 8.00 to 8.06 of the Decree respecting the women's clothing industry (R.R.Q., 1981, c. D-2, r. 26).”.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

2942

Gouvernement du Québec

O.C. 773-99, 23 June 1999

Public Curator Act
(R.S.Q., c. C-81)

Fees, nature and amount of expenses relating to property the administration of which terminates in the circumstances described in the second paragraph of section 40 of the Public Curator Act

WHEREAS under the second paragraph of section 55 of the Public Curator Act (R.S.Q., c. C-81), amended by section 30 of Chapter 80 of the Statutes of 1997, the Government may establish the fees, nature and amount of expenses relating to property the administration of which terminates in the circumstances described in the second paragraph of section 40 of the Act, replaced by section 23 of that chapter;

WHEREAS it is expedient to establish the fees, nature and amount of the expenses;

IT IS ORDERED, therefore, upon the recommendation of the Minister of Relations with the citizens and Immigration and the Minister of Finance:

THAT the fees relating to property the administration of which terminates in the circumstances described in the second paragraph of section 40 of the Public Curator Act be established at 10 % of the sums of money transferred to the Minister of Finance without exceeding \$200 and that the nature and amount of the expenses that may be required relating to the property be those related to the administration, conservation, liquidation and restitution of the property, in particular, those for taxes, legal expenses and bank charges, brokerage fees, bailiff fees, costs of publication of any public notice or notice advertising the quality of administrator of the Public Curator, as well as maintenance costs, care expenses, costs of appraisal and costs of investigation;

THAT this Order come into force on 1 July 1999.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

2948

Gouvernement du Québec

O.C. 776-99, 23 June 1999

Hydro-Québec Act
(R.S.Q., c. H-5)

**Hydro-Québec
— Pension Plan**

Approval of By-Law No. 679 Hydro-Québec Pension Plan

WHEREAS under section 49 of the Hydro-Québec Act (R.S.Q., c. H-5), the Corporation is authorized to establish by by-law a retirement plan;

WHEREAS under section 55 of the Hydro-Québec Act, every by-law passed under the division concerning the retirement plan shall be subject to the Supplemental Pension Plans Act (R.S.Q., c. R-15.1) and shall not come into force until approved by the Government;

WHEREAS, in accordance with those sections, the board of directors of Hydro-Québec made By-Law No. 676 Hydro-Québec Pension Plan on 9 October 1998 and that By-Law was approved by the Government by Order in Council 1562-98 dated 16 December 1998;

WHEREAS By-Law No. 679 Hydro-Québec Pension Plan, which replaces By-Law No. 676, was made on 11 June 1999 by the board of directors of Hydro-Québec;

WHEREAS under paragraph 1 of section 3 of the Regulations Act (R.S.Q., c. R-18.1), that Act does not apply to By-Law No. 679 Hydro-Québec Pension Plan;

WHEREAS it is expedient to approve the By-Law;

IT IS ORDERED, therefore, on the recommendation of the Minister of Natural Resources:

THAT By-Law No. 679 Hydro-Québec Pension Plan, attached to this Order in Council, be approved.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

**By-law No: 679
Hydro-Québec Pension Plan**

(Effective Date — July 1, 1999)

**PART I
GENERAL PROVISIONS**

In this By-law, unless the context indicates otherwise, terms written in the masculine gender include the feminine and shall mean:

**SECTION 1
DEFINITIONS**

1.1 “Actuarial equivalence”: determination by the actuary of an amount which is equivalent in value to another amount, based on generally accepted actuarial assumptions which have been communicated by Hydro-Québec to the appropriate government authorities, in accordance with the requirements of applicable laws and regulations; (1.16)

1.2 “Actuary”: a person qualified to fulfil this function in accordance with the Supplemental Pension Plans Act; (1.2)

1.2A) “Adjusted earnings”: the member’s earnings expressed as a weekly amount to which is added, if applicable, the earnings which correspond to the weekly earnings rate, expressed as a weekly amount, shown on the employer’s payroll during a temporary leave of absence that the member redeems as a year of contributory service;

Adjusted earnings shall also include, if applicable, the total or partial difference, expressed as a weekly amount, between the earnings rate shown on the employer’s payroll before and after the reduction in workweek, for which the employer has contributed, for:

- i. the member at January 1, 1997 that has continued to be a member since such date; and
- ii. the person that, had it not been for his termination of employment, would have been eligible to contribute at January 1, 1997 and is entitled to recall rights at such date; [1.40A)]

1.3 “Basic exemption”: Basic exemption established for the year in question under the Québec Pension Plan Act; (1.17)

1.4 “By-law no. 83”: By-law no. 83 in respect of the Hydro-Québec Pension Plan, as amended by By-laws nos. 106, 119, 123, 258, 259, 260 and 265; (1.35)

1.5 “By-law no. 278”: By-law no. 278 in respect of the Hydro-Québec Pension Plan, as amended by By-laws nos. 362, 416 and 447; (1.36)

1.6 “By-law no. 534”: By-law no. 534 in respect of the Hydro-Québec Pension Plan; (1.37)

1.6A) “By-law no. 582”: By-law no. 582 in respect of the Hydro-Québec Pension Plan; [1.37A)]

1.6B) “By-law no. 653”: By-law no. 653 in respect of the Hydro-Québec Pension Plan; [1.37B)]

1.6C) “By-law no. 676”: By-law no. 676 in respect of the Hydro-Québec Pension Plan; [1.37C)]

1.7 “Child”: a child of a member, a former member or a pensioner, whatever the relationship, who meets one of the following conditions:

(a) is under 18 years of age;

(b) is between 18 and 25 years of age, and is a full-time student at an educational institution;

(c) regardless of his age, became mentally or physically disabled before reaching his 18th birthday, and has remained totally disabled ever since;

(d) regardless of his age, became mentally or physically disabled between 18 and 25 years of age, while a full-time student at an educational institution, and has remained totally disabled ever since; (1.15)

1.8 “Committee”: the Hydro-Québec Pension Committee; (1.11)

1.9 “Compensation”: earnings plus any additional payments, including bonuses, premiums, lump sum amounts, overtime pay, allowances of any type excluding the reimbursement of expenses, and any other similar payments; (1.38)

1.10 “Consumer price index for the year”: the arithmetical average, for the 12-month period ending October 31 for the year in question, of the monthly consumer price indices for all goods in Canada, as published by Statistics Canada; (1.19)

1.11 “Defined benefit limit”: the greater of the following amounts:

(a) \$1,722.22;

(b) one ninth of the money purchase limit for the year in question as defined by the Income Tax Act; (1.32)

1.12 “Earnings”: the member’s basic hourly, daily, weekly, monthly or annual pay, which is stated on the employer’s payroll, with the exception of any additional payments, such as bonuses, premiums, benefits, lump sum amounts, gratuities, allowances of any type, overtime pay or any other similar payments. Notwithstanding the foregoing, for a member concerned, earnings include any lump sum payment made under the incentive plan of the company. Any portion of the member’s earnings received during a year and which represents a retroactive payment of earnings for a previous year, as well as, for a member concerned, any lump sum payment made under the incentive plan of the company received during a year, but for a previous year, shall be deducted from the earnings in the year of payment and added to the earnings for the year for which the payment is made; (1.40)

1.13 “Employee”: any person working for Hydro-Québec or one of its subsidiaries as a trainee or as a permanent, regular or temporary employee and who is shown on the employer’s payroll, with the exception of any person governed by the Construction decree, R.R.Q. 1981, c. R-20 r.5; (1.13)

1.14 “Employer”: Hydro-Québec, located at 75 René-Lévesque Blvd. West, Montréal, Québec H2Z 1A4, or Hydro-Québec International, located at 800 de Maisonneuve Blvd. East, Montréal, Québec H2L 4M8, or any other subsidiary bound by a plan membership agreement as described under Section 29; (1.14)

1.15 “Five-year average earnings”: the member’s average adjusted earnings, expressed as an annual amount, for the five years of contributory service for which the adjusted earnings were the greatest, or, if the member has less than five years of contributory service, for his actual years of contributory service. If one or more fractions of years of contributory service are taken into account, the complementary fraction and corresponding adjusted earnings are determined on the basis of the years in which the adjusted earnings, expressed as an annual amount, were the greatest. The years of contributory service recognized pursuant to a transfer agreement and the related earnings are not taken into account for the purposes of establishing the five-year average earnings; (1.41)

1.16 “Former member”: a former employee, who is not a pensioner, but is entitled to benefits under By-law no. 83, By-law no. 278, By-law no. 534, By-law no. 582, By-law no. 653, By-law no. 676 or the plan; (1.3)

1.17 “Hydro-Québec Act”: the Hydro-Québec Act, R.S.Q., c. H-5; (1.25)

1.18 “Income Tax Act”: the Income Tax Act, S.C.1985 (5th suppl.) c.1 and any amendments made thereto; (1.24)

1.19 “Interest”: simple interest at the rate of 4 % per annum for the period of January 1, 1966 to December 31, 1979, interest at the rate of 7.5 % compounded annually between January 1, 1980 and December 31, 1989, and for each year from January 1, 1990, at the rate obtained monthly on personal five-year term deposits for chartered banks as reported by the Bank of Canada; (1.21)

1.20 “Member”: an employee who is eligible to contribute to the plan or an employee who has postponed his retirement or a person who is entitled to recall rights following his termination of employment and to whom the provisions in 7.5 apply; (1.30)

1.20A “Member concerned”: a member who is a management employee, a non-unionized employee, an engineer who is a member of the Syndicat professionnel des ingénieurs d’Hydro-Québec or, at the effective date provided for in the agreement, a unionized employee whose union has signed an agreement in principle with Hydro-Québec on the application of the special provisions of the plan for members concerned which has been ratified by the members of the union.

Shall not be considered a member concerned, at the effective date of this By-law, an employee for whom an application for union certification is pending at the effective date of this By-law and who is not excluded by such application; (1.30A))

1.21 “Old Age Security Act”: the Old Age Security Act, R.S.C., 1985, c. O-9; (1.23)

1.22 “Pay period”: a period of time, or a fraction thereof, as determined by the employer’s payroll system; (1.31)

1.23 “Pension index”: the ratio expressed as a percentage of the consumer price index for the year, to that of the previous year; (1.20)

1.24 “Pensioner”: a former employee who receives pension benefits under By-law no. 83, By-law no. 278, By-law no. 534, By-law no. 582, By-law no. 653, By-law no. 676 or the plan. Any employee who receives his total pension benefit after the normal retirement date while remaining in the service of the employer is considered a pensioner; (1.39)

1.25 “Physician”: a physician authorized to practice medicine by the applicable legislation; (1.29)

1.26 “Plan”: all the provisions of the present By-law and any amendments made thereto; the plan is designated as the Hydro-Québec Pension Plan; (1.33)

1.27 “Present value”: the value of a benefit as established at a given date on an actuarial equivalence basis; (1.43)

1.28 “Québec Pension Plan Act”: the Québec Pension Plan Act, R.S.Q., c. R-9; (1.27)

1.28A “Rate of return”: the rate of return net of all expenses earned by the pension fund during the period in question and calculated according to the fair market value of assets, as established by the actuary; [(1.42A)]

1.28B “Reduction in workweek”: the decrease in the average full-time workweek as a result of measures to reduce total compensation, as applied to a member effective January 1, 1997, with the exception of any decrease in the average workweek granted at the employee’s request; [1.32A)]

1.29 “Spouse”: any person who:

(a) is married to a member, a former member, or a pensioner;

(b) has been living in a conjugal relationship with an unmarried member, an unmarried former member, or an unmarried pensioner, whether the person is of the opposite sex or of the same sex, for a period of not less than three years, or for a period of not less than one year, if one of the following conditions is met:

— a child has been conceived from the relationship;

— they have jointly adopted at least one child while living together in a conjugal relationship;

— one of them has adopted at least one child who is the child of the other during this period; (1.12)

1.30 “Subsidiary”: a company of which Hydro-Québec owns a minimum of 90 % of the shares, including, for the purposes of this plan, any electricity cooperative of which Hydro-Québec has acquired the assets; (1.18)

1.31 “Supplemental Pension Plans Act”: the Supplemental Pension Plans Act, R.S.Q., c. R-15.1; (1.26)

1.32 “Supplemental plan”: any pension plan of a subsidiary in which the member, former member or pensioner has participated; (1.34)

1.33 “Temporary leave of absence”: any absence from employment authorized by the employer; (1.1)

1.34 “Termination of employment”: any interruption in the years of continuous service not due to retirement or death; (1.10)

1.35 “Three-year average earnings”: the member’s average adjusted earnings, expressed as an annual amount, for the three years of contributory service for which the adjusted earnings were the greatest, or, if the member has less than three years of contributory service, for his actual years of contributory service. If one or more fractions of years of contributory service are taken into account, the complementary fraction and corresponding adjusted earnings are determined on the basis of the years in which the adjusted earnings, expressed as an annual amount, were the greatest. The years of contributory service recognized pursuant to a transfer agreement and the related earnings are not taken into account for the purposes of establishing the three-year average earnings; (1.42)

1.36 “Total and permanent disability”: any physical or mental disability certified in writing by a physician, preventing a member from occupying a position for which he is reasonably qualified by his education, training or experience, and which continues until his death; (1.22)

1.37 “Year”: calendar year; (1.4)

1.38 “Year of allowable service”: a year during which the member participated in a pension plan of a company with which a transfer agreement was signed, which is not a year of contributory service for the purposes of the plan and which is recognized for the sole purpose of establishing the entitlement to a retirement benefit, any fraction of year being considered proportionately; (1.5)

1.39 “Year of certified service”: a year during which the member has participated in a supplemental plan, any fraction of year being considered proportionately; (1.7)

1.40 “Year of contributory service”: a year during which the member contributed to the Hydro-Québec Pension Fund, or a year recognized as such pursuant to the plan or to a transfer agreement, or a year during which the member is entitled to a partial or total reduction of his contribution pursuant to the provisions of 3.4A, any fraction of year being considered proportionately; (1.6)

1.41 “Year’s maximum pensionable earnings”: the maximum earnings recognized for the year in question under the Québec Pension Plan Act; (1.28)

1.42 “Years of continuous service”: the total number of years during which a person has remained without interruption in the employ of the employer, a subsidiary, or who has fulfilled a function with one of the preceding, or has had no interruption of employment in a company with which a transfer agreement has been signed, but including any temporary leave of absence and the 24-month period provided for in 7.5, any fraction of year, being considered proportionately; (1.8)

1.43 “Years of credited service”: the total number of years of contributory service, years of certified service, and years of allowable service. (1.9)

Note: The numbers in parentheses correspond to the definitions of the French version.

SECTION 2 MEMBERSHIP

2.1 Any employee who, as at June 30, 1999, was participating in the Hydro-Québec Pension Plan under By-law no. 676, shall participate in the plan as of July 1, 1999.

2.2 Any person hired after June 30, 1999 as a trainee or as a permanent employee shall participate in the plan as of the date he begins his employment, if he is under 65 years of age at the time.

2.3 As of June 1, 1990, any temporary employee, with the exception of any person governed by the Construction decree, R.R.Q. 1981, c. R-20, r.5, shall participate in the plan if, in the year preceding the one during which he joins the plan, he received from the employer compensation at least equal to 35 % of the year’s maximum pensionable earnings, as established for the said year, or has been in the employment of the employer for a minimum of 700 hours and if, at the time his membership begins, he has not reached the age of 65.

2.4 Any person working for a subsidiary as an employee shall participate in the plan as of the date provided for in the plan membership agreement concluded under Section 29, if he is under 65 years of age at the time and subject to the provisions set out in 2.3 in respect of temporary employees.

2.5 Members of the Québec Hydro-Electric Commission appointed between June 30, 1973 and September 30, 1978 shall be deemed to have been participating in the plan as of the date of their appointment, in accordance with By-law no. 83 and By-law no. 278.

SECTION 3 CONTRIBUTIONS

3.1 Employee contributions:

(a) At each pay period, a member contributes, through payroll deduction, an amount equal to the sum of:

- i. 6.3 % of the earnings up to the basic exemption;
- ii. 4.5 % of that portion of earnings between the basic exemption and the year's maximum pensionable earnings;
- iii. 6.3 % of that portion of earnings above the year's maximum pensionable earnings.

(b) A member who receives earnings during temporary leave of absence shall continue to make contributions.

(c) A member shall cease to make contributions on the last day of the month during which he attains age 65.

3.2 Employer contributions

For each member contributing to the plan, the employer shall pay, before the 15th day following the end of each pay period, a contribution equal to the sum of:

- (a) 11.34 % of the earnings up to the basic exemption;
- (b) 9.54 % of that portion of earnings between the basic exemption and the year's maximum pensionable earnings;
- (c) 11.34 % of that portion of earnings above the year's maximum pensionable earnings.

3.3 Adjustment of contributions

(a) The contributions provided for in 3.1 and 3.2 above are adjusted in accordance with the actuarial valuation report prepared by the actuary and filed with the Régie des rentes du Québec. This report sets out recommendations to Hydro-Québec as to the percentages for employee and employer contributions, in such a way that at the date of the actuarial valuation, the percentage of employer contributions when applied to the total of the earnings of the contributing members represents 180 % of the percentage of the employee contributions on the members' total earnings. The percentage of employee and employer contributions thus obtained is reduced by 1.8 percentage point for that portion of earnings between the basic exemption and the year's

maximum pensionable earnings. However, for the purpose of determining the percentage of employee contributions and the percentage of employer contributions according to the 100 % 180 % ratio stipulated above, the said 1.8 percentage point reduction is not taken into account.

(b) The percentages of employee contributions and the percentages of employer contributions determined according to *a* above are reduced, where applicable, by the utilization of any surplus in respect of part I of the plan as shown in the report mentioned in *a* above.

(c) Following the adjustments as set out in *a* and *b* above, the resulting percentages of employee and employer contributions shall not exceed those set out in 3.1 and 3.2, nor be less than:

i. Employee contributions:

- (1) 5.82 % of the earnings up to the basic exemption;
- (2) 4.02 % of that portion of earnings between the basic exemption and the year's maximum pensionable earnings;
- (3) 5.82 % of that portion of earnings above the year's maximum pensionable earnings.

ii. Employer contributions:

- (1) 10.48 % of the earnings up to the basic exemption;
- (2) 8.68 % of that portion of earnings between the basic exemption and the year's maximum pensionable earnings;
- (3) 10.48 % of that portion of earnings above the year's maximum pensionable earnings.

iii. notwithstanding the foregoing, from January 1, 1997 to December 31, 2000:

Employer contributions:

- (1) 5.82 % of the earnings up to the basic exemption;
- (2) 4.02 % of that portion of earnings between the basic exemption and the year's maximum pensionable earnings;
- (3) 5.82 % of that portion of earnings above the year's maximum pensionable earnings.

(d) The percentages of employee and employer contributions resulting from the application of 3.3 shall be applied during the period set out in the report mentioned in *a* above. However, the percentages of contributions provided for in 3.1 and 3.2 shall apply for the period between the end of the period covered by an actuarial valuation report and the date on which a new actuarial valuation report is filed with the Régie des rentes du Québec.

(e) An overpayment of contributions resulting from the adjustments provided for in 3.3 shall be returned to the members and the employer in the form of a contribution holiday according to terms and conditions determined by Hydro-Québec and subject to the Supplemental Pension Plans Act and any regulations adopted by the Government of Québec pursuant to this Act. In the event that a contribution holiday cannot be granted, such as in the case of a termination of employment, a death entitling the spouse or children to a survivor pension, where applicable, an unpaid temporary leave or a retirement, or in the event that the member has ceased to contribute to the plan, the overpayment of employee contributions shall be considered as additional voluntary contributions and, as such, shall be reimbursed with interest unless they are included in the excess contributions.

(f) If, following the adjustments provided for in 3.3, the contributions made are insufficient, the difference between the contributions made and the contributions payable shall be paid by the contributing members and the employer. The payment thereof, with interest, shall be according to the terms and conditions determined by Hydro-Québec and pursuant to the Supplemental Pension Plans Act and any regulations adopted by the Government of Québec pursuant to this Act. In the event that no earnings are paid, such as in the case of a termination of employment, a death entitling the spouse or children to a survivor pension, an unpaid temporary leave or a retirement, or in the event that the member has ceased to contribute to the plan, the difference shall be returned to the pension fund with interest.

3.4 Equalization contributions

The employer shall make up any unfunded actuarial liability of the plan through one or more payments, the terms and conditions of which shall be determined by the employer, in accordance with the provisions then in force of the Hydro-Québec Act and the Supplemental Pension Plans Act.

The employer shall also pay any amount required to ensure the solvency of the plan pursuant to the provisions of the Supplemental Pension Plans Act.

Any technical actuarial deficiency resulting from the experience of the plan in relation to the improvements made to Part I of the plan after December 31, 1985 shall be made up through special contributions shared by the employer and the contributing members, with the employer's share being equal to 180 % of the member's share, provided, however, that the percentages of employee contributions, as increased by this special contribution and expressed as percentages of earnings, does not exceed the percentages set out in 3.1.

3.4A) Adjustment of contributions for members concerned

(a) Notwithstanding the foregoing, the employee contributions of members concerned and employer contributions made on their behalf shall be suspended until the effective date of an actuarial valuation report for the plan filed with the Régie des rentes du Québec and which shows a funding rate of less than 110 %.

(b) The plan's actuarial valuation report filed with the Régie des rentes du Québec showing a funding rate of less than 110 % specifies the rate of employee contributions for members concerned and the rate of employer contributions made on their behalf in effect until a new actuarial valuation report for the plan is filed with the Régie des rentes du Québec. Employee contributions cannot be increased by more than 1 % of earnings per year and employer contributions are equal to 180 % of employee contributions, until they respectively reach the employee contributions set out in accordance with 3.1.

(c) The filing with the Régie des rentes du Québec of an actuarial valuation report of the plan showing a funding rate which is equal to or more than 110 % will, on the effective date of the actuarial valuation report, result in the suspension of employee contributions for members concerned and employer contributions on their behalf.

(d) The plan's actuarial valuation report filed with the Régie des rentes du Québec also specifies the employer contributions required to cover the current service cost for members concerned taking into account employee contributions and employer contributions resulting from the application of 3.4Ab, the funding surplus and the excess employer contributions.

(e) Employer contributions made in accordance with 3.4Ad that exceed those resulting from the application of 3.4Ab are deemed to be excess employer contributions made and are recorded and credited using the pension fund's rate of return. Any equalization contribution made in accordance with 3.4 for members concerned shall be considered an excess employer contribution. The plan's

actuarial valuation report filed with the Régie des rentes du Québec indicates the excess employer contributions.

Excess employer contributions shall be remitted in priority to the employer as soon as a sufficient funding surplus is declared. This rebate shall take the form of a reduction in the employer contribution. The plan's actuarial valuation report filed with the Régie des rentes du Québec indicates the reduction in employer contributions.

3.5 Excess contributions

(a) Excess contributions are equal to employee contributions for the years of contributory service after December 31, 1989, accrued with interest, in excess of 50 % of the present value of the benefits provided for in Part I of the plan and resulting from the years of contributory service after December 31, 1989.

(b) Excess contributions are calculated at the date of termination of employment, death or retirement of the member, whichever comes first, provided that, in the case of termination of employment or death, the member has at least 2 years of continuous service.

3.6 Contributions for periods of temporary leave of absence or reduction in workweek

(a) A member who receives compensation from the employer during a temporary leave of absence due to maternity shall continue to make contributions. These shall be calculated on the earnings rate shown on the employer's payroll during the temporary leave of absence.

(b) i. A member who receives an indemnity from the employer during a temporary leave of absence resulting from a preventive leave under the Act Respecting Occupational Health and Safety, R.S.Q., c. S-2.1, or an occupational accident under the Act Respecting Industrial Accidents and Occupational Diseases, R.S.Q., c. A-3.001, shall continue to make contributions. These shall be calculated on the basis of the earnings rate shown on the employer's payroll during the temporary leave of absence.

ii. However, when the indemnity provided for above is paid by the "Commission de la santé et de la sécurité du travail", the member shall, after December 31, 1989, have the option of continuing to make his contributions. For the purposes of this paragraph, his contributions shall be calculated on the basis of his earnings rate shown on the employer's payroll during the temporary leave of absence.

(c) A member who receives payments under a supplementary earnings security plan of the employer shall continue to make contributions based on such payments. Contributions shall be calculated on the basis of these payments even though they may be reduced by payments from a government plan. Benefits shall be calculated, where applicable, on the basis of such earnings.

(d) Subject to the provisions of Section 10, and to the following, no contributions shall be payable during periods of temporary leave of absence without pay, and such periods shall not be considered in the calculation of benefits under the plan. However;

i. from January 1, 1997 to December 31, 2000:

(1) during any temporary leave of absence without pay under an unpaid leave plan, the member may, for each pay period, make contributions calculated on the basis of the earnings rate shown on the employer's payroll during the temporary leave of absence. Such contributions shall correspond to the current service cost applicable to the pay period in question, expressed as a percentage, as determined in the actuarial valuation report prepared by the actuary and filed with the Régie des rentes du Québec;

(2) during any temporary leave of absence without pay under a deferred salary leave plan, the member may, for each pay period, make contributions calculated on the basis of the earnings rate shown on the employer's payroll during the temporary leave of absence. Such contributions shall be equal to the sum of the employee contributions and the employer contributions applicable to the pay period in question;

(3) during any period of temporary leave of absence partially compensated under an equally distributed remuneration plan, the member may, for each pay period, make contributions calculated on the basis of the difference between the earnings rate, expressed as a weekly amount, shown on the employer's payroll during the temporary leave of absence and the weekly earnings paid during the periods in question. Such contributions shall be equal to the sum of the employee contributions and the employer contributions applicable to the pay period in question;

(4) during any period of temporary leave of absence without pay under a job sharing arrangement, the member may, for each pay period, make contributions calculated on the basis of the earnings rate shown on the employer's payroll during the temporary leave of absence. Such contributions shall be equal to the sum of the employee contributions and the employer contributions applicable to the pay period in question;

(5) during any temporary leave of absence without pay under a tutorial plan, the member may, for each pay period, make his employee contributions as applicable to the pay period in question and calculated on the basis of the earnings rate shown on the employer's payroll during the temporary leave of absence;

ii. effective January 1, 1997:

(1) during any temporary leave of absence without pay resulting from a voluntary reduction in the workweek from 33.5 hours to 32 hours, approved by the employer, the member may, for each pay period, make contributions calculated on the basis of the earnings rate shown on the employer's payroll in effect during the temporary leave of absence and equal to the sum of the employee contributions and the employer contributions for the one hour and one half per week which corresponds to the difference between the actual schedule and the normal full-time schedule. However, if the sum of the hours paid and redeemed is less than 32, the one hour and one half shall be reduced by the proportion of the number of these hours on 32.

A member may exercise this option on the first pay period of the year, with this choice being valid for the entire year, unless his schedule changes during the year;

(2) during any temporary leave of absence without pay under a parental benefits plan, the member may, for each pay period, make his employee contributions calculated on the basis of the earnings rate shown on the employer's payroll during the temporary leave of absence.

(e) Effective January 1, 1997, the employer shall make, within the period set out in 3.2 above, for the member at January 1, 1997 or for the person referred to in 1.2A ii who has had his earnings reduced as a result of a reduction in workweek, contributions equal to the sum of the employee contributions and the employer contributions calculated on the basis of the difference between the earnings rate, expressed as a weekly amount, before the reduction in workweek and the earnings rate, expressed as a weekly amount, after said reduction in workweek. Such contributions shall cease as soon as the earnings rate, expressed as a weekly rate, is once again equal to the rate in effect before the reduction in workweek. Such contributions do not increase the number of years of contributory service and serve solely for the purposes of calculating benefits.

(f) The payment of the full amount of the contributions pursuant to e above is subject to the payment, by the member, of the contributions provided for in b ii and d above or to the redemption of the years of con-

tributory service as provided for in Section 10. Where applicable, the employer only makes contributions in proportion to the contributions made by the member. However, the employer shall pay the full amount of such contributions if the member's only non-contributory leave of absence is the one provided for in d ii (1) above.

(g) A member who avails himself of the provisions set out in b ii and d above, shall have the total or part of his temporary leave of absence counted as a year of contributory service.

When a member has all or part of his temporary leave of absence counted as a year of contributory service, the years of contributory service so recognized shall be presumed to be those closest to his return to work.

The provisions regarding the payment of the contributions provided for in b ii, d i and d ii (2) above are set out in Section 10.

A member who avails himself of the provisions set out in b ii and d above and in Section 10 cannot have adjusted earnings nor a contribution period which is greater than those obtained had he not taken the temporary leaves of absence.

Contributions made in accordance with 3.6 shall be deemed as employee contributions, with the exception of those resulting from e and f above, which shall be deemed as employer contributions.

3.7 If, during a year, the member receives a retroactive payment of earnings for a previous year, such member shall pay a contribution equal to the difference between the employee contribution based on the contribution rate in effect for the said year and applied to the earnings increased by the retroactive payment and the employee contribution actually paid during the appropriate previous year.

3.8 For the purposes of this Section only, the earnings used to determine contributions shall be limited to the sum of the following amounts:

(a) the defined benefit limit for the year;

(b) the year's maximum pensionable earnings multiplied by the rate stipulated in 4.3c,

the whole divided by the rate provided for in 4.1d.

3.9 All contributions paid under this Section shall be subject to the Income Tax Act and to any regulations adopted by the Government of Canada pursuant to this Act.

SECTION 4 CALCULATION OF PENSION

4.1 The annual retirement benefit is equal to the sum of the following:

(a) 2 % of the five-year average earnings multiplied by the number of years of contributory service prior to January 1, 1966;

(b) 2.25 % of the five-year average earnings multiplied by the number of years of contributory service after December 31, 1965 and prior to January 1, 1990;

(c) 2.25 % of the five-year average earnings multiplied by the number of years of contributory service after December 31, 1989 and prior to January 1, 1992;

(d) 2 % of the five-year average earnings, reduced by the positive difference between:

i. 0.7 % of the five-year average earnings, up to the average of the year's maximum pensionable earnings for the five years preceding the date of termination of employment, death, retirement or normal retirement if the member takes a postponed retirement; and

ii. 0.25 % of the five-year average earnings;

multiplied by the number of years of contributory service after December 31, 1991.

4.1A) The bridging benefit ending on the 1 day of the month following the 65th birthday shall be equal to the greater of the following:

(a) 0.7 % of the five-year average earnings, up to the average of the year's maximum pensionable earnings for the five years preceding the date of termination of employment, death, retirement or normal retirement if the member takes a postponed retirement, multiplied by the number of years of contributory service after December 31, 1991; and

(b) 0.25 % of the five-year average earnings, multiplied by the number of years of contributory service after December 31, 1991.

4.2 The annual pension calculated in 4.1a and 4.1b above and increased, where applicable, by retirement benefits payable under 5.2c shall not exceed, prior to indexing as provided for in Section 13, 80 % of the five-year average earnings.

However, for the calculation of this maximum, the additional pension provided for in 4.4 and the adjust-

ment provided for in 5.5c ii shall not be taken into account.

4.3 Beginning on the 1 day of the month following the 65th birthday, the retirement benefit provided for in 4.1 and 4.2 shall be reduced by the sum of the following:

(a) 0.7 % of the five-year average earnings, up to the average of the year's maximum pensionable earnings for the five years preceding the date of termination of employment, death, retirement or normal retirement if the member takes a postponed retirement, multiplied by the number of years of contributory service after December 31, 1965 and prior to January 1, 1990;

(b) 0.7 % of the five-year average earnings, up to the average of the year's maximum pensionable earnings for the five years preceding the date of termination of employment, death, retirement or normal retirement if the member takes a postponed retirement, multiplied by the number of years of contributory service after December 31, 1989 and prior to January 1, 1992;

4.4 An additional retirement benefit from excess contributions, as established in 3.5, shall be added, where applicable, to the retirement benefit calculated in 4.1, 4.1A, 4.2 and 4.3.

This additional retirement benefit shall be determined on an actuarial equivalence basis.

4.5 Notwithstanding any provisions to the contrary, if the pension calculated in accordance with Section 4 results in the present value of the pension for years of contributory service after December 31, 1991 and prior to January 1, 1999, being lower than the present value of such pension calculated as if the provisions of 4.1d were replaced by the provisions of a below, the provisions of b below were added to the provisions of 4.3 and the provisions of 4.1A were not applied:

(a) 2 % of the three-year average earnings, multiplied by the number of years of contributory service after December 31, 1991 and prior to January 1, 1999;

(b) 0.3 % of the three-year average earnings, up to the average of the year's maximum pensionable earnings for the three years preceding the date of termination of employment, death, retirement or normal retirement if the member takes a postponed retirement, multiplied by the number of years of contributory service after December 31, 1991 and prior to January 1, 1999,

the pension calculated in 4.1d is replaced with the pension calculated in a above, the pension calculated in b above is added to the pension calculated in 4.3 and the provisions of 4.1A were not applied.

SECTION 5 RETIREMENT

5.1 Normal retirement

(a) The normal retirement date is the 1 day of the month immediately following the 65th birthday.

(b) A member who retires on the normal retirement date shall receive a retirement benefit pursuant to Section 4 and, where applicable, to Section 14.

5.2 Voluntary retirement

(a) Any member who has at least 15 years of credited service may retire on the 1st day of any month following his 60th birthday. However, a female member who was working on December 31, 1979, and who, on that date, was a member of the plan in accordance with By-law no. 83 may, once she has at least 10 years of credited service, retire on the 1st day of any month following her 60th birthday.

In addition, any member who has at least 15 years of credited service may retire on the 1st day of any month following his 55th birthday, if:

i. the sum of the member's age and years of credited service equals at least 85; or

ii. the sum of the member's age and years of continuous service as of the date he began working, as recognized by Hydro-Québec for the purposes of the plan, equals at least 85, excluding however any period of non-membership in the plan of a company with which there is a transfer agreement and any period of non-contribution to the Hydro-Québec Pension Plan in accordance with the plan, By-law no. 676, By-law no. 653, By-law no. 582, By-law no. 534, By-law no. 278, By-law no. 83 and By-law no. 12, of Hydro-Québec and amendments thereto, with years of service with a subsidiary not being considered as periods of non-contribution for the purposes of this subsection.

From January 1, 1997 to December 31, 2000, and from January 1, 1997 to December 31, 2003 for members concerned, a member who has at least 15 years of credited service may retire on the 1st day of any month following the date on which one the following requirements is fulfilled:

i. the sum of the member's age and years of credited service equals at least 80; or

ii. the sum of the member's age and years of continuous service as of the date he began working, as recog-

nized by Hydro-Québec for the purposes of the plan, equals at least 80, excluding however any period of non-membership in the plan of a company with which there is a transfer agreement and any period of non-contribution to the Hydro-Québec Pension Plan in accordance with the plan, By-law no. 676, By-law no. 653, By-law no. 582, By-law no. 534, By-law no. 278, By-law no. 83 and By-law no. 12 of Hydro-Québec and amendments thereto, with years of service with a subsidiary not being considered as periods of non-contribution for the purposes of this subsection.

(b) The member shall be entitled to a retirement benefit pursuant to Section 4 and, where applicable, to Section 14.

(c) If the retirement date of a member who chooses retirement under this Section is prior to the normal retirement date of a supplemental plan in which he participated or established under Part III of the plan, he shall be entitled, under the following circumstances, to a pension supplement, as of the date of his voluntary retirement, equal to:

i. in the case of a member who takes early retirement under a supplemental plan or under Part III of the plan, the amount of the pension supplement is equal to the reduction in the retirement benefit accrued under the supplemental plan or under the applicable provisions of Part III of the plan as a result of early retirement;

ii. in the case of a member who is not entitled to early retirement under a supplemental plan or under Part III of the plan, the amount of the pension supplement is equal to the amount of the pension accrued under the supplemental plan or to the amount of pension established under the applicable provisions of Part III of the plan and is paid until the pension accrued under the supplemental plan or to the amount of pension established under the applicable provisions of Part III of the plan becomes payable.

The pension supplement resulting from the application of this Section is allocated proportionally to the years of credited service prior to January 1, 1990 and years of credited service after December 31, 1989 over the total number of years of credited service.

5.3 Retirement at the request of the employer

(a) The employer may retire a member under the following conditions:

i. the member has at least 10 years of credited service; and

ii. retirement is based on:

- (1) appropriate administrative requirements with the consent of the member; or
- (2) a physical or mental disability such that the member is unable to work for the employer.

Under such circumstances, the member shall retire on the date determined by the employer.

(b) When retirement precedes or coincides with the normal retirement date, the member shall be entitled to a retirement benefit pursuant to Section 4 and, where applicable, to Section 14. In the case of retirement pursuant to 5.3a ii (2), the reduction pursuant to 4.3 shall apply as soon as the pensioner receives a disability pension under the Québec Pension Plan Act and the pension set out under 4.1A does not apply or, as the case may be, ceases to apply.

Except in the case of the retirement of a member who is affected of a total and permanent disability, the annual pension payable at age 65, credited on the retirement date for the years of credited service after December 31, 1991 shall be reduced by 0.25 % per month for each month included between the effective retirement date and the 1st day of the month coinciding with or immediately following the earliest of these dates:

- i. the date on which the member would have reached his 60th birthday;
- ii. the date on which the member would have completed 30 years of continuous service;
- iii. the date on which the years of continuous service and the member's age would have totalized 80.

However, the retirement benefit accrued for years of credited service after December 31, 1989 must not be less than the retirement benefit determined by the present value of the retirement benefit the member was entitled to before his retirement date for years of credited service after December 31, 1989, or, failing that, for the same years of credited service, the present value of the deferred retirement benefit the member would have been entitled to if he had ceased to be a member on the day preceding his retirement for any reason other than retirement.

(c) If the retirement date is after the normal retirement date, the pension shall be calculated pursuant to 5.5c.

5.4 Early retirement at the request of the member

(a) Any member with a minimum of 2 years of credited service or continuous service but less than 10 may retire on the 1 day of any month following his 55th birthday, based on the following terms and conditions:

- i. the member shall be entitled to a retirement benefit determined pursuant to 4.1c, 4.1d and 4.1A, but reduced on an actuarial equivalence basis, with such reduction not being less than the one determined pursuant to 12.1.3, for the period between the retirement date and the normal retirement date;

- ii. the reduction provided for in 4.3b shall apply as of the 1st day of the month following the 65th birthday;

- iii. the provisions of 4.4, 4.5 and 14 shall apply, where applicable;

- iv. to this retirement benefit shall be added the reimbursement of the member's contributions paid during the years of contributory service prior to January 1, 1990, plus interest.

(b) A member with a minimum of 10 years of credited service or continuous service and less than 15 years of credited service may retire on the 1st day of any month following his 55th birthday, based on the following terms and conditions:

- i. the member shall be entitled to a retirement benefit determined pursuant to 4.1 and 4.1A, but reduced on an actuarial equivalence basis, with such reduction not being less than the one determined pursuant to 12.1.3, for the period between the retirement date and the voluntary retirement date or the normal retirement date, whichever is the earliest;

- ii. the reduction provided for in 4.3 shall apply as of the 1st day of the month following the 65th birthday;

- iii. the provisions of 4.4, 4.5 and 14 shall apply, where applicable.

(c) A member with a minimum of 15 years of credited service may retire as of the 1st day of any month following his 55th birthday, based on the following terms and conditions:

- i. the member shall be entitled to a retirement benefit pursuant to 4.1, 4.1A and 4.2. However, the pension set out in 4.1 and 4.2 is reduced by an amount equal to 0.25 % of the pension set out under 4.1, 4.1A and 4.2, multiplied by the number of months preceding the date on which he would have been entitled to voluntary retirement, based on the years of credited service or years of continuous service at his termination date and on his

age at the time of voluntary retirement. However, such reduction shall not exceed the reduction calculated on an actuarial equivalence basis for the period between the retirement date and the voluntary retirement date, whichever method gives the highest amount;

ii. the reduction provided for in 4.3 shall apply as of the 1st day of the month following the 65th birthday;

iii. the provisions of 4.4, 4.5 and 14 shall apply, where applicable.

(d) A member with a minimum of 15 years of credited service may also retire on the 1st day of any month after January 1, 1997, but before December 31, 2000 and, for a member concerned, on the 1st day of any month after January 1, 1997, but before December 31, 2003, provided that one of the requirements set out in sub-paragraphs *i* or *ii* of the 3rd paragraph of 5.2*a* is met during this period. The pension shall be based on the following terms and conditions:

i. the member shall be entitled to a retirement benefit determined pursuant to 4.1, 4.1*A* and 4.2, but reduced on an actuarial equivalence basis, with such reduction not being less than the one determined pursuant to 12.1.3, for the period between the retirement date and the voluntary retirement date or the normal retirement date, whichever is the earliest;

ii. the reduction provided for in 4.3 shall apply as of the 1st day of the month following the 65th birthday;

iii. the provisions of 4.4, 4.5 and 14 shall apply, where applicable.

(e) If, from January 1, 1997 to December 31, 2000, and from January 1, 1997 to December 31, 2003 for a member concerned, a member is entitled to retire pursuant to *c* and *d* above, his benefits are determined in accordance with the more generous provisions provided in said subsections, it being understood that the calculation in *c* *i* above is made for a voluntary retirement pursuant to the provisions of the first paragraph of 5.2*a*.

5.5 Postponed retirement

(a) A member who remains in the employer's service after his normal retirement date may retire as of the 1 day of any month following this date. The retirement benefit of the member shall be postponed until his actual retirement date, but no later than December 1 of the year in which the member reaches the age limit provided for in applicable legislation, even if he remains in the employer's service after this date.

(b) During the postponement period, the member may request the payment of his retirement benefit, in whole or in part, but only insofar as is necessary to compensate for any reduction in earnings during this period, including the reduction in earnings as a result of a transfer during this period from a full-time to a part-time schedule, or from the reduction of a part-time schedule. The member may not make such request more than once per 12-month period.

(c) The amount of the postponed retirement benefit payable on the date of retirement or at the latest on December 1st of the year in which the member reaches the age limit provided for in applicable legislation, shall be equal to the sum of the following:

i. the retirement benefit determined as at the normal retirement date pursuant to Section 4;

ii. the retirement benefit calculated on an actuarial equivalence basis resulting from the adjustment made to offset the decrease in the value of the benefits by reason of the deferral, during the postponement period, of the retirement benefit provided for in *i* above, reduced, where applicable, by any payments made under *b* above.

(d) Accumulation of retirement benefits shall take place from the normal retirement date until the actual retirement date, but no later than December 1 of the year in which the member reaches the age limit provided for in applicable legislation, based on an interest rate compounded annually equal to the rate submitted by Hydro-Québec to the appropriate government authorities in accordance with the Supplemental Pension Plans Act.

(e) The provisions pursuant to 14.1 shall apply, where applicable.

5.6 Progressive retirement

A member whose earnings are reduced due to a reduction in the workweek and in application of an agreement entered into with the employer may, in the 10 years preceding the normal retirement date, request payment of a lump sum benefit, in each year covered by the agreement, the amount of which is limited by the applicable legislation. The member's residual rights resulting from the payment of such benefit are established pursuant to applicable legislation.

SECTION 6 DEATH BENEFITS

6.1 For the purposes of Section 6, spousal status shall be determined on the day preceding the death of the member or pensioner.

6.2 Death prior to retirement

6.2.1 If a member with less than 2 years of credited service and less than 2 years of continuous service dies before his normal retirement date, his spouse, failing which his estate, receive a refund of the employee's contributions paid for the years of contributory service after December 31, 1989, plus interest; in addition, his estate shall receive a refund of the employee's contributions paid for the years of contributory service prior to January 1, 1990, plus interest.

6.2.2 If a member with at least 2 years of credited service or continuous service but less than 10 years of credited service dies before his normal retirement date, his spouse, failing which his estate, shall receive a refund equal to the present value of the benefits the member was entitled to prior to his death for the years of credited service after December 31, 1989, or, if not applicable, for the same years of credited service, the present value of the deferred retirement benefit the member would have been entitled to if he had ceased to be a member on the day of his death for any reason other than death. In addition, his estate shall receive a refund of the employee's contributions paid for the years of contributory service prior to January 1, 1990, plus interest.

6.2.3 (a) If a member with at least 10 years of credited service dies before the normal retirement date, his spouse shall receive a survivor benefit payable for life equal to the sum of the following:

i. 50 % of the retirement benefit to the member at the date of his death, established pursuant to 4.1*a*, 4.1*b* and 4.2, and reduced, pursuant to 4.3*a*, as soon as a survivor benefit is payable to the spouse under the Québec Pension Plan Act;

ii. the survivor benefit determined as the greater of the following amounts:

(1) the present value of the survivor benefit payable to the spouse. This survivor benefit payable to the spouse is equal to 50 % of the retirement benefit accrued to the member at the date of his death, pursuant to 4.1(*c*), 4.1(*d*) and 4.5, and reduced, pursuant to 4.3*b* as soon as a pension is payable to the spouse under the Québec Pension Plan Act;

and

(2) the present value of the retirement benefits the member was entitled to prior to his death for years of credited service after December 31, 1989, or, if not applicable, for the same years of credited service, the present value of the deferred retirement benefit the mem-

ber would have been entitled to if he had ceased to be a member on the day of his death for any reason other than death.

(*b*) i. If a member referred to in 6.2.3*a* dies without a spouse, the pension provided for in 6.2.3*a* *i* shall be paid to the children. If the member referred to in 6.2.3*a* dies without a spouse and without children, the employee contributions for the years of contributory service prior to January 1, 1990, plus interest, shall be paid to his estate.

ii. However, in the two cases referred to in *i* above, the estate shall be paid the present value of the pension to which the member would have been entitled before his death for the years of credited service after December 31, 1989 or, failing this, for the same years of credited service, the value of the deferred pension to which the member would have been entitled if he had ceased to be a member on the day of his death for any reason other than death.

6.2.4 (a) If a member whose retirement benefit was fully or partially postponed dies, his spouse shall be entitled to a survivor benefit, the present value of which shall be equal to the greater of the following amounts:

i. the sum of the following:

(1) the present value of the survivor benefit payable to the spouse. This survivor benefit payable to the spouse is equal to 60 % or, where applicable, to 50 %, of the retirement benefit, pursuant to 5.5*c* *i*, to which the member would have been entitled if he had ceased to be a member on the day of his death for any reason other than death;

(2) the value of the pension pursuant to 5.5*c* *ii*, the entire amount reduced, where applicable, by the payments already made pursuant to 5.5*b*;

and

ii. the sum of the following:

(1) the present value of the survivor benefit payable to the spouse. This survivor benefit to the spouse is equal to 50 % of the retirement benefit on normal retirement date pursuant to 4.1*a*, 4.1*b*, 4.2 and 4.3*a*;

(2) the present value of the retirement benefit on normal retirement date to which the member was entitled prior to his death for the years of credited service after December 31, 1989;

(3) the value of the pension pursuant to 5.5*c ii*, the entire amount reduced, where applicable, by the payments already made pursuant to 5.5*b*.

(b) i. If a member referred to in 6.2.4*a* dies without a spouse, 50 % of the retirement benefit pursuant to 5.5*c*, but only for the years of credited service prior to January 1, 1990, shall be paid to the children. If the member referred to in 6.2.4*a* dies without a spouse and without children, the employee contributions for the years of contributory service prior to January 1, 1990, plus interest, shall be paid to his estate.

ii. However, in the two cases referred to in *i* above, the estate shall receive the present value of the pension to which the member was entitled before his death for the years of credited service after December 31, 1989.

6.2.5 (a) Subject to the provisions of subsections *b* and *c* below, the entitlement to benefits accorded to the spouse in 6.2.1, 6.2.2, 6.2.3 and 6.2.4 shall terminate as a result of a legal separation, a divorce, a marriage annulment or a termination of the conjugal relationship.

(b) The legally separated spouse shall retain his entitlement to benefits pursuant to 6.2.3*a i*.

(c) For benefits pursuant to 6.2.4, if there has been no division of benefits accrued by the member under the plan following a legal separation, a divorce, a marriage annulment or a termination of the conjugal relationship, the member may notify the committee in writing to pay the survivor benefit to his legally separated spouse or to his former spouse despite a legal separation, a divorce, a marriage annulment or a termination of the conjugal relationship.

6.3 Death after retirement

6.3.1 Subject to 6.3.2, on the death of a pensioner, his spouse shall be paid a lifetime pension equal to 50 % of the pension established according to provisions of By-law no. 83 before application of Sections 38 and following, or according to provisions of Part I of By-law no. 278, or according to provisions of Part I of By-law no. 534, before application of 4.4, or according to provisions of Part I of By-law no. 582 or , beforeof By-law no. 653, before application of 14.1, or before application of 14.1 according to the provisions of Part I of By-law no. 676 or of the plan as if the provisions of 4.1*A* were not applied.

The reduction set out in Section 7 of By-law no. 83 or in Section 4.3 of By-law no. 278, of By-law no. 534, of By-law no. 582, of By-law no. 653, of By-law no. 676 or of the plan, shall apply as soon as a survivor benefit is

payable to the spouse under the Québec Pension Plan Act.

6.3.2 On the death of a pensioner whose retirement commenced after December 31, 1989, if the spouse has not renounced the right to a 60 % pension under 4.4 of By-law no. 534 or 14.1 of By-law no. 582, of By-law no. 653, of By-law no. 676 or of the Plan, the spouse shall be paid a lifetime pension equal to 60 % of the pension paid to the pensioner in accordance with Part I of By-law no. 534 of By-law no. 582, of By-law no. 653, of By-law no. 676 or of the plan, provided the pension had been adjusted on an actuarial equivalence basis according to 4.4 of By-law no. 534 or according to 14.1 of By-law no. 582, of By-law no. 653, of By-law no. 676 or of the plan, to provide the spouse with a 60 % pension.

If the pension established according to the preceding provisions has not been reduced in compliance with 4.3, the reduction, if any, shall apply on the 1st day of the month following the date of the pensioner's 65th birthday.

6.3.3 (a) Subject to subsection *b* below, the entitlement to benefits pursuant to 6.3.1 and 6.3.2 shall disappear upon a legal separation, a divorce, a marriage annulment or a termination of the conjugal relationship.

(b) In the case of the benefits pursuant to 6.3.1 and 6.3.2, if there has been no division of benefits accrued by the member under the plan following a legal separation, a divorce, a marriage annulment or a termination of the conjugal relationship, the pensioner may notify the committee in writing to pay the survivor benefit to the spouse who is legally separated or to the former spouse, despite such legal separation, divorce, marriage annulment or termination of the conjugal relationship.

(c) In the case of a pensioner who was receiving a pension on December 31, 1989, subsections *a* and *b* of this Section shall apply only in the case of a divorce, a marriage annulment or termination of the conjugal relationship.

6.3.4 Subject to the provisions of 6.3.3*b*, if a pensioner who did not have a spouse on his retirement date dies without a spouse, the survivor benefit pursuant to 6.3.1 shall be paid to the children.

6.3.5 If a pensioner who had a spouse on his retirement date dies without a spouse, the survivor benefit pursuant to 6.3.1 and 6.3.2 shall be paid to the children.

6.4 Death of surviving spouse

If the surviving spouse of a member or the surviving spouse of a pensioner dies, the survivor benefit that was being paid to the spouse shall continue to be paid to the children.

6.5 Upon termination of the pension payable pursuant to By-law no. 83, By-law no. 278, By-law no. 534, Sections 6.3.1, 6.3.2, 6.3.3, 6.3.4, 6.3.5 and 6.4 of By-law no. 582, of By-law no. 653, of By-law no. 676 or of the plan, or when no pension is payable, any excess of the contributions paid by the member pursuant to By-law no. 83, Part I of By-law no. 278, Part I of By-law no. 534, Part I of By-law 582, Part I of By-law no. 653, Part I of By-law no. 676 or Part I of the plan plus interest over the sum of the pensions already paid shall be paid to the estate. For the purpose of this subsection, the benefits paid pursuant to Sections 38 and following of By-law no. 83, Part II of By-law no. 278, Part II of By-law no. 534, Part II of By-law no. 582, Part II of By-law no. 653, Part II of By-law no. 676 or of the plan and Part III of By-law no. 676 or Part III of the plan are not to be considered.

SECTION 7 **TERMINATION BENEFITS**

7.1 Any member with at least 2 years of credited service or continuous service who terminates employment with the employer before his normal retirement date shall not be entitled to a refund of his contributions for the years of contributory service after December 31, 1989. Instead, the member shall receive a deferred retirement benefit payable at the normal retirement date, but for an amount equal to the benefit accrued at the termination date, calculated pursuant to 4.1c, 4.1d, 4.1A, 4.3b, 4.4 and 4.5.

7.2 A member who leaves the employer without fulfilling the above requirements shall receive a cash payment equal to his contributions for the years of contributory service after December 31, 1989, plus interest.

7.3 Any member who terminates employment with the employer after age 45 but before the normal retirement date shall not be entitled to a refund of his contributions paid for the years of contributory service prior to January 1, 1990, if he has at least 10 years of credited or continuous service. Instead, he shall receive a deferred retirement benefit payable at the date and under the conditions of normal retirement for an amount equal to the retirement benefit accrued at the termination date, pursuant to 4.1a, 4.1b, 4.2 and 4.3a. However, in the case of a female member who was an employee on December 31, 1979 and who is entitled to a deferred retirement benefit as of her normal retirement date, the portion of the deferred retirement benefit for the years

of contributory service after December 31, 1965 but prior to January 1, 1980 shall be adjusted on an actuarial equivalence basis for the deferral of benefit payments from the member's 60th to her 65th birthday.

Notwithstanding the above, the amount of the deferred retirement benefit shall be at least equal to the retirement benefit whose present value is equal to the contributions in respect of the years of contributory service prior to January 1, 1990, plus interest.

7.4 A member who terminates his employment without meeting the age and service conditions described in 7.3 shall receive a cash payment equal to his contributions for the years of contributory service prior to January 1, 1990, with interest.

7.5 When a member referred to in 2.3 is entitled to recall rights following his termination of employment, he must leave his employee contributions, if any, in the pension fund for a maximum of 24 months, and there shall be no interruption of the years of continuous service. If the member is not rehired within a maximum period of 24 months, the years of continuous service shall be considered to have terminated at the end of this period.

7.6 The provisions in respect of retirement at the request of the employer and postponed retirement shall not apply to deferred retirement benefits. The provisions in respect of voluntary retirement, with the exception of the provisions of 5.2c, and early retirement at the request of the member shall apply to deferred pensions.

From January 1, 1997 to December 31, 2000 and from January 1, 1997 to December 31, 2003 for members concerned, the provisions in respect of voluntary retirement pursuant to the 3rd paragraph of 5.2a and those in respect of early retirement at the request of the member pursuant to 5.4d shall apply to deferred pensions if the two following requirements are met:

- i. termination of employment happens during this period;
- ii. one of the requirements set out in sub-paragraph *i* or *ii* of the 3rd paragraph of 5.2a is fulfilled during this period.

7.7 The provisions with respect to survivor benefits payable to the spouse, failing which, to the children, shall apply to a deferred retirement benefit when a former member dies after one of the following dates:

- (a) the date on which he would have been entitled to an early retirement at the request of the member according to the provisions of 5.4c, 5.4d and 5.4e;

(b) the date on which he would have been entitled to a voluntary retirement;

(c) the normal retirement date

and for the purposes of death benefits, spousal status shall be established on the day preceding the death of the former member.

7.8 When on the death of a former member no retirement benefit is payable pursuant to 7.7 above, his contributions for years of contributory service prior to January 1, 1990, plus interest, shall be payable in a single lump sum to his estate, except for the years of contributory service prior to January 1, 1966 if these have already been refunded. On the other hand, the present value of the deferred retirement benefit at the termination of employment date for the years of credited service after December 31, 1989 shall be payable in a single lump sum to the spouse or, if there is no spouse, to the estate.

7.9 Any member who is more than 10 years from normal retirement age on the date of termination of employment with the employer, if such date is after December 31, 1989, shall be entitled, according to the provisions of the Supplemental Pension Plans Act, to transfer the present value of the deferred retirement benefit pursuant to 7.1 and 7.3 to another pension plan regulated by the Supplemental Pension Plans Act or defined by the regulations adopted by the Government of Québec pursuant to such Act.

The member or former member may make an election as to his available options within the following periods:

(a) during the 180-day period following his termination of employment;

(b) subsequently, every 5 years, within 180 days following the date of anniversary of his termination of employment date but, at the latest, by the date provided for in c;

(c) within 180 days following the date 10 years prior to his normal retirement age.

In the cases provided for in *b* and *c*, a new present value of the deferred retirement benefit shall be determined at each 5th anniversary of the termination of employment date, but at the latest, on the former member's 55th birthday.

Notwithstanding any disposition to the contrary, a former participant with a physical or mental disability may exercise his right to transfer at all times before age 55 if his life expectancy is reduced to a period inferior to

that remaining before exercising his right to a transfer. A medical certificate must be obtained.

7.10 The provisions of 7.9 above shall not apply to retirement at the request of the employer, even if the member is under age 55.

7.11 Any amount that the member or former member is entitled to transfer under 7.9, that is less than 10 % of the year's maximum pensionable earnings for the year in which he has this right of transfer, shall be transferred by the committee to another pension plan as defined by the regulations adopted by the Government of Québec pursuant to the Supplemental Pension Plans Act and chosen by the member or former member or, if not available, by the committee. This measure does not apply in the event of dismissal if the member did not exercise his entitlement to transfer.

However, the committee shall not transfer such amount if the amount has been used to provide a retirement benefit already in the course of payment.

7.12 Any amount transferred to any registered plan under this Section shall be subject to the Income Tax Act and to any regulations adopted by the Government of Canada pursuant to that Act.

SECTION 8 TRANSFER OF BENEFITS BETWEEN SPOUSES

8.1 In the event of a legal separation, a divorce or marriage annulment, the benefits accrued to a member, former member or pensioner under the plan shall, upon application in writing to the committee, be divided between the member and his spouse to the extent provided for in the Civil Code of Québec or by a court order.

Where the court awards to the spouse of a member, former member or pensioner, as payment for a compensatory allowance, the benefits accrued to such member, former member or pensioner under the plan, the benefits shall, upon application in writing to the committee, be transferred to the spouse to the extent provided for by the court order.

8.2 In the event of the cessation of the conjugal relationship between a spouse and a member, former member or pensioner, within the meaning of 1.24*b*, the member, former member or pensioner and spouse may, within 6 months, agree in writing to a partition of the accrued benefits of the member, former member or pensioner under the plan, in accordance with the provisions of the Supplemental Pension Plans Act.

8.3 Upon presentation of an application for a legal separation, a divorce, a marriage annulment or a payment of a compensatory allowance, or in the event of the cessation of a conjugal relationship, a member, former member or pensioner and his spouse shall be entitled, upon application in writing to the committee, to obtain a statement of the accrued benefits of the member, former member or pensioner under the plan and of the present value thereof as at the date of the institution of the action. Such application shall also contain the following documents and information or any other documents or information prescribed by the regulations adopted by the Government of Québec pursuant to the Supplemental Pension Plans Act:

(a) the name and address of the member, former member or pensioner and his spouse;

(b) in the case of married spouses, a marriage certificate, a copy of the application for a legal separation, a divorce, a marriage annulment or a payment of a compensatory allowance, as well as the date of such application;

(c) in the case of unmarried spouses, a joint declaration stating the dates on which their conjugal relationship began and ended and, if they have lived in a conjugal relationship for more than 1 year but less than 3 years, proof of one of the events set out in 1.29b.

The committee shall provide the applicant and his spouse with such statement within the periods and with the information as set out in the Supplemental Pension Plans Act and any regulations adopted by the Government of Québec pursuant thereto.

8.4 Any application for the partition or transfer of benefits of the member, former member or pensioner made in writing to the committee shall be accompanied by a copy of the following documents, if applicable, and any other documents prescribed by the regulations adopted by the Government of Québec pursuant to the Supplemental Pension Plans Act:

(a) the court order for the legal separation from divorce, marriage annulment or payment of a compensatory allowance and, where applicable, the agreement entered into between the married spouses in respect of the partition or transfer of the benefits of the member, former member or pensioner;

(b) any other court order related to the partition or transfer of the benefits of the member, former member or pensioner;

(c) the divorce certificate and, in the case of another court order pursuant to *a* or *b* above, the non-appeal certificate;

(d) in the case of unmarried spouses, the agreement between them with respect to the partition of benefits of the member, former member or pensioner.

8.5 Unless it is a joint application for partition or transfer of benefits, the Committee shall provide the member, former member or pensioner with a written notice informing him of such application and the present value of the benefits claimed by his spouse.

The committee may not proceed with the execution of the partition or transfer until 60 days have elapsed since such notice is sent to the member, former member or pensioner. Moreover, the committee may not proceed if it is notified that the spouse of the member, former member or pensioner has duly waived his rights to benefits or that the member, former member or pensioner has initiated a legal action in opposition to the application for partition or transfer.

8.6 The value of the accrued benefits of the member, former member or pensioner shall be determined in accordance with the provisions of the regulations adopted by the Government of Québec pursuant to the Supplemental Pension Plans Act.

8.7 Unless it has been notified of the spouse's waiver of or a judicial opposition to the partition or transfer of the benefits of the member, former member or pensioner, the committee shall, within 120 days of the expiry of the period provided for in the second paragraph of 8.5, transfer any amount to which the spouse is entitled as a result of such partition or transfer into a pension plan, as defined by the Supplemental Pension Plans Act and any regulations adopted by the Government of Québec pursuant thereto.

When the benefits to which the spouse is entitled as a result of the partition or transfer are a refund to which the member would have been entitled at the date of institution of the action, the committee shall pay the spouse the amount corresponding to such benefits or transfer same into a pension plan as defined by the Supplemental Pension Plans Act and any regulations adopted by the Government of Québec pursuant thereto.

8.8 The procedure provided for in 8.5 and 8.7 shall be subject to the provisions of any regulations adopted pursuant to the Supplemental Pension Plans Act, and any provisions of such regulations adopted by the Government of Québec amending such procedure shall form part of and amend this Section.

8.9 Subject to the provisions of the Supplemental Pension Plans Act and any regulations adopted by the Government of Québec pursuant thereto, the benefits allocated to the spouse following the partition of the benefits of the member, former member or pensioner or as payment of a compensatory allowance may be used solely to purchase a life annuity, and shall be transferred to another plan.

8.10 Execution of the partition or transfer shall reduce the benefits of the member, former member or pensioner pursuant to the provisions of the Supplemental Pension Plans Act and any regulations adopted by the Government of Québec pursuant thereto.

SECTION 9 CALCULATION OF INTEREST

9.1 Employee contributions shall bear interest as of the date they are paid into the pension fund, until the date of payment thereof.

9.2 In the case of a member or former member who avails himself of the provisions of 7.9, the employee contributions shall bear interest until the date used to determine the present value of the deferred retirement benefit. Subsequently, the present value of the deferred retirement benefit shall bear interest for the period between the date on which such value was established and the date of transfer at a rate determined according to the actuarial assumptions and methods filed with the Régie des rentes du Québec, in accordance with the provisions of the Supplemental Pension Plans Act.

9.3 Excess contributions, if any, shall bear interest as of the date of their calculation pursuant to 3.5*b* and until such time as they are refunded, transferred to another plan, or used to provide an additional benefit.

9.4 No interest shall be credited on employee contributions after the date on which the member or former member starts to receive a retirement benefit or after the date of death of the member or former member.

9.5 Employee contributions shall bear interest starting only on January 1, 1966.

9.6 As of January 1, 1990, interest shall be determined as follows:

(a) for the first 6 months of a year, the interest shall correspond to the average of the rates in 1.19 for the 6-months ended October 31st of the previous year;

(b) for the last 6 months of a year, the interest shall correspond to the average of the rates in 1.19 for the 6-months ended April 30th of the same year.

SECTION 10 REDEMPTION OF YEARS OF CONTRIBUTORY SERVICE

10.1 A member who:

(a) starts to receive benefits under a long-term disability plan of the employer after January 6, 1982;

(b) receives an indemnity from the “Commission de la santé et de la sécurité du travail” as a result of a preventive leave under the Act Respecting Occupational Health and Safety, R.S.Q., c. S-2.1, or an occupational accident under the Act Respecting Industrial Accidents and Occupational Diseases, R.S.Q., c. A-3.001 and who did not avail himself, after December 31, 1989, of the provisions set out in 3.6*b ii*;

(c) avails himself of unpaid leave under the parental benefits plan and who did not avail himself of the provisions set out in 3.6*d ii (2)*;

(d) avails himself of an unpaid leave that an employer must grant under any applicable legislation.

and who returns to work before his normal retirement date, may have all or part of the period of temporary leave of absence counted as a year of contributory service, provided he pays the employee contributions, plus interest, subject to the following terms and conditions:

i. the contributions are calculated on the basis of the earnings rate appearing on his employer’s payroll during the temporary leave of absence, the year’s maximum pensionable earnings, the basic exemption and the rate of contribution in effect during the period of temporary leave of absence;

ii. the member avails himself of this option and selects his method of refund pursuant to 10.4.

10.2 If a member elects to have only part of his period of temporary leave of absence counted as a year of contributory service, the years of contributory service thus credited shall be presumed to be those just prior to his return to work.

10.3 A member on temporary leave of absence as a result of his election to the Québec National Assembly or the House of Commons, who returns to work before his normal retirement date, may have all or part of his years as elected representative counted as years of contributory service, provided he pays the employee contributions, plus interest, in accordance with the terms and conditions as set out in 10.1 and 10.2. This provision shall not apply if for this period of leave of absence the

member is entitled to a pension under a pension plan for the members of the Québec National Assembly or of the House of Commons.

10.4 A member can avail himself of the option provided for in 10.1 and 11.1 one time only, and do so within 180 days following his return to work or rehiring. The refund may be made:

(a) in a single lump sum payment within 90 days following the exercise of the option provided the payment is made before the earlier of the retirement date and the normal retirement date;

or

(b) through earnings deductions at each pay period of which the amount, plus the interest, shall be established by Hydro-Québec; however, the full refund can neither be done over a period exceeding 5 years, starting on the date the option is exercised nor extend beyond the earlier of the retirement date and the normal retirement date;

or

(c) through annual payments of which the amount, plus the interest, shall be established by Hydro-Québec; however, the full refund shall not exceed 5 years of contributory service, as of the date the option is exercised nor extend beyond the earlier of the retirement date and the normal retirement date.

Interest shall accumulate from the date contributions are due to be made into the pension fund; the 180-day period provided for exercising said option and the terms of payment described above shall not in any way delay or cancel the charging of interest. Should the member fail to make a payment, accumulated interest shall be added to the balance of the redemption.

Once each year, the member may make a lump sum payment to reduce or eliminate the balance of contributions to be recovered.

The member may decide to terminate his redemption at any time by submitting a written notice to the employer. This decision shall be irrevocable. The years of contributory service shall then be established in relation to the refunds paid as at the date of termination of the redemption.

10.5 (a) A member who avails himself of the provisions set out in 3.6*d i* and whose temporary leave of absence lasts more than one pay period must advise the employer in writing at least 30 days before the beginning of his temporary leave of absence.

(b) A member shall receive from the employer a statement showing the number of payments he must make, the amount of each payment and the date at which each of these payments is due. Such payments shall be made as follows:

i. by cheque, if the member does not receive any earnings during the pay period in question or if the earnings paid are not sufficient to cover the contributions due; or

ii. by deductions at source each pay period, in other cases.

(c) Any unpaid contribution at the due date shall be increased by the interest accumulated until the balance is paid. The member may pay the balance of unpaid payments, plus accumulated interest, at the end of his temporary leave of absence, provided the date of full payment is no later than 90 days after the end of said temporary leave of absence and does not extend beyond the earlier of the retirement date and the normal retirement date.

(d) The member may decide to terminate his redemption at any time by submitting a written notice to the employer. This decision shall be irrevocable. The years of contributory service shall then be established in relation to the payments made as at the date of termination of the redemption.

10.6 A member who avails himself of the provisions set out in 3.6*d i* (1) and whose temporary leave of absence is expected to last less than 10 days per pay period and not extend beyond subsequent pay periods, must advise the employer in writing before the beginning of said leave of absence or within 180 days of his return.

The contribution due shall be deducted from the member's earnings provided the earnings paid are greater than or equal to the contribution due. If such is not the case, the member may make his payment by cheque. no interest is chargeable if the date at which the member's notice is received makes it possible to pay the contribution through a deduction at source or a payment by cheque during the pay period the temporary leave of absence is taken. In all other cases, the contribution due shall be deducted from the member's earnings at a subsequent pay period and this contribution shall be increased by the interest due from the date said contribution was due to be made into the pension fund.

A member who does not avail himself of the provisions set out hereinabove cannot avail himself of the provisions of 10.9.

10.7 A member who avails himself of the provisions set out in 3.6*b ii* must advise the employer in writing, if applicable, as soon as he knows the date of his eligibility for the payment of compensation by the “Commission de la santé et de la sécurité au travail”.

The provisions as described in 10.5*b i*, in 10.5*c* and 10.5*d* apply to such member.

10.8 A member who avails himself of the provisions set out in 3.6*d ii* (2) must advise the employer in writing at least 15 days prior to the beginning of his temporary leave of absence.

The provisions as described in 10.5*b i*, in 10.5*c* and in 10.5*d* apply to such member.

10.9 A member who did not avail himself of the periodic payment option pursuant to 3.6*d i* and who returns to work or to a full-time schedule before his normal retirement date may avail himself of the provisions set out in 10.4 for the redemption of the years of contributory service which correspond to these temporary leaves of absence. However, only a temporary leave of absence or part of a temporary leave of absence taken between January 1, 1997 and December 31, 2000 may be redeemed. The member must exercise his redemption option no later than on the earlier of the following two dates, that is:

- i. within 180 days following his return to work or to a full-time schedule; or
- ii. June 30, 2001.

10.10 The provisions of this Section shall be subject to the Income Tax Act and any regulations adopted by the Government of Canada pursuant thereto.

SECTION 11 REHIRING

11.1 Any member who has received a refund of contributions or who would have received such a refund had it not been for the partial or total reduction in employee contributions resulting from 3.4A pursuant to Section 7 of the plan, of By-law no. 676, of By-law no. 653, of By-law no. 582, of By-law no. 534, of By-law no. 278 or to Section 18 of By-law no. 83 may, if he is rehired, and subject to the provisions of the Income Tax Act and of any regulations adopted by the Government of Canada pursuant thereto, have a portion or all of the years of contributory service prior to his termination of employment counted, provided he returns the amount required, according to the terms and conditions set out in 10.4. The amount required equals the amount reimbursed plus

interest for the period elapsed between the date of the refund and the date of the first payment for the redemption, multiplied by the number of contributory years that the member wishes to have counted divided by the number of contributory years preceding his termination of employment. This provision shall not apply to the values of the retirement benefits transferred under the provisions of Section 7 or refunded pursuant to 27.7, except in the case of reinstatement following firing, if the pension amounts transferred or refunded, accrued with interest, are paid into the pension fund.

11.2 Any person who receives a retirement benefit under the plan, By-law no. 676, By-law no. 653, By-law no. 582, By-law no. 534, By-law no. 278 or By-law no. 83 shall cease to receive the retirement benefit if he is rehired as a member prior to his normal retirement date. However, he shall retain all the years of contributory service prior to his retirement date for which he has not received a refund of contributions under the provisions of Section 7.4 of the plan, of By-law no. 676, of By-law no. 653 or of By-law no. 582, Section 7.5 of By-law no. 534, Section 7 of By-law no. 278 or Section 18 of By-law no. 83.

Any person who receives a retirement benefit under the plan, By-law no. 676, By-law no. 653, By-law no. 582, By-law no. 534, By-law no. 278 or under By-law no. 83 shall cease to receive the retirement benefit if he is rehired as a member after his normal retirement date but before December 1 of the year in which he reaches the age limit provided for in applicable legislation. Such retirement benefit shall then be postponed pursuant to 5.5 and, where applicable, Section 19.

11.3 Any person who is entitled to a deferred retirement benefit under the plan, By-law no. 676, By-law no. 653, By-law no. 582, By-law no. 534, By-law no. 278 or By-law no. 83 shall lose his right to such deferred retirement benefit if he is rehired as a member before his normal retirement date. However, he shall retain all the years of contributory service prior to his termination date for which he has not received a refund of contributions under the provisions of Section 7.4 of the plan, of By-law no. 676, of By-law no. 653 or of By-law no. 582, Section 7.5 of By-law no. 534, Section 7 of By-law no. 278 or Section 18 of By-law no. 83.

11.4 Any member who has been retired pursuant to 5.3*a ii* (2) and who before reaching his 60th birthday becomes capable of carrying out the functions equivalent to those he held prior to his retirement, may be rehired by the employer. If he refuses the position offered him, the retirement benefit he receives shall be replaced by a deferred retirement benefit pursuant to Section 7, even if he does not satisfy the conditions pursuant to 7.3.

11.5 When the member has had a portion of the period preceding his termination of employment counted as a year of contributory service, the recognized years of contributory service correspond to those closest to his termination of employment for which the remitted contributions were paid.

SECTION 12 MAXIMUM BENEFITS

12.1 From the normal retirement date

12.1.1 The annual pension payable starting from the normal retirement date credited to the member for years of contributory service after December 31, 1991 shall be subject to the limit described in 12.1.2.

12.1.2 The annual pension established in 12.1.1 shall be limited to the defined benefit limit established on the date of event, multiplied by the number of years of contributory service after December 31, 1991.

12.1.3 The limit obtained in 12.1.2 shall be reduced by 0,25 % per month, if applicable, for each month between the retirement date and the 1st day of the month coinciding with or immediately following the earliest of these dates:

(a) the date on which the member would have reached his 60th birthday;

(b) the date on which the member would have completed 30 years of continuous service;

(c) the date on which the years of continuous service plus the member's age would have totaled 80.

12.2 Before the normal retirement date

12.2.1 The annual pension payable from the retirement date up to the normal retirement date credited to the member for the years of contributory service after December 31, 1991 shall be subject to the lower of the limits described in 12.2.2 and 12.2.3.

12.2.2 The first limit referred to in 12.2.1 shall be established on the date of event and shall correspond to the sum of the following amounts:

(a) the defined benefit limit, multiplied by the number of years of contributory service after December 31, 1991;

(b) 25 % of the average of the year's maximum pensionable earnings of the current year and of the previous 2 years, multiplied by the ratio expressed by the number

of years of contributory service after December 31, 1991 over 35; this ratio shall not exceed 1.

12.2.3 The second limit referred to in 12.2.1 shall be established on the date of event and shall correspond to the sum of the following amounts:

(a) the annual pension obtained in 12.1;

(b) the amount calculated according to the following formula:

$$A \times \frac{B}{C}$$

where:

A represents the difference between the pension obtained in 12.2.2 and that obtained in 12.1;

B represents the average of the amounts calculated in 12.2.3.1 and 12.2.3.2, weighted by the proportion of the years of contributory service before January 1, 1992 and the proportion of the years of contributory service after December 31, 1991;

C represents the difference between the annual pension payable starting on the retirement date and continuing until the normal retirement date and the annual pension payable starting on the normal retirement date credited to the member by virtue of the total years of contributory service;

and where:

$$\frac{B}{C} \leq 1$$

12.2.3.1 The first amount referred to in item B of the formula in 12.2.3b corresponds to the sum of:

(a) the maximum annual pension payable under the Old Age Security Act;

(b) the maximum annual pension that would be payable to the member under the Québec Pension Plan Act if he were 65 years of age, multiplied by the ratio of his three-year average compensation to the corresponding average year's maximum pensionable earnings, subject to a maximum of 1.

12.2.3.2 The second amount referred to in item B of the formula in 12.2.3b corresponds to the total obtained in 12.2.3.1 reduced by 0,25 % per month, as applicable, for each month between the retirement date and the date of the member's 60th birthday, and multiplied by the

ratio representing the member's number of years of continuous service over 10; this ratio shall not exceed 1.

12.3 The application of the provisions of 12.1 and 12.2 shall take into account, as the case may be, any pension resulting from the surplus distributed at the time the plan is wound up.

12.4 The application of the provisions of 12.1 and 12.2 shall not take into account, as the case may be, any benefits transferred to the spouse under Section 8 and any lump sum payments made pursuant to 5.6.

12.5 The provisions of 12.1 and 12.2 shall not apply to the part of the annual pension provided from excess contributions determined according to the provisions of 3.5.

12.6 The reductions provided for in 12.1.3 and 12.2.3.2 shall not apply in the case of pension payable for total and permanent disability under 5.3*a ii* (2).

12.7 The date of event for the purposes of 12.1 and 12.2 shall correspond to the date pension benefits become payable, except under the following conditions:

(a) in the case of postponed retirement, the normal retirement date shall be used;

(b) in the case of termination of employment, the date of termination of employment shall be used;

(c) in the case of dissolution of the plan, the date on which the plan is dissolved shall be used;

(d) in the case of legal separation, divorce or marriage annulment of a member, the date of the application for legal separation, divorce or marriage annulment shall be used;

(e) in the case of cessation of a conjugal relationship between a member and his spouse as defined in 1.29*b*, the date on which the conjugal relationship ceased shall be used.

(f) in the case of progressive retirement, the benefit payment date as established under 5.6 shall be used.

12.8 All pension benefits provided under the plan shall be subject to the limits imposed by the Income Tax Act and by any regulations adopted by the Government of Canada pursuant to that Act regarding pension adjustments.

12.9 The annual pension established in the first paragraph of 18.2 shall be subject to the limits in 12.1 and 12.2, determined using the years of continuous service rather than the years of contributory service.

SECTION 13 INDEXATION

13.1 On January 1 of each year, the amount of the retirement and survivor benefits being paid under the plan, By-law no. 676, By-law no. 582, By-law no. 534, By-law no. 278, By-law no. 83 and the supplemental plans shall be updated to reflect the change in the pension index, in the following manner:

(a) The amount of the retirement or survivor benefit expressed as an annual amount and paid as at December 31st of the preceding year shall be multiplied by the greater of:

i. the pension index for the year in question, reduced by 3 %;

ii. the pension index for the year in question, subject to a maximum of 102 %.

Any retirement or survivor benefit, the payment of which has begun during the year, shall be updated on the following January 1st and prorated according to the number of months that have elapsed since payment of the benefit began, with the exception of a survivor benefit paid to the spouse or children of a deceased pensioner, which benefit shall be indexed for the entire year in which it began to be paid.

In the event that a pensioner dies in the year during which he began to receive his retirement benefit, the survivor benefit paid to the spouse or children shall be updated on the following January 1st and prorated according to the number of months that have elapsed since his retirement date.

(b) If the method of calculation of the consumer price index for any particular year is changed, Hydro-Québec shall determine the method of calculation of the pension index for the said year.

13.2 Retirement and survivor benefits paid under a supplemental plan shall be indexed according to this Section only when the adjustment rate provided for in the plan is higher than that provided for in the supplemental plan, and in such case, the indexing shall be based solely on the difference between those adjustment rates.

13.3 Indexation of retirement and survivor benefits under supplemental plans or under Part III of the plan as provided for under this Section shall not be paid to the pensioner, his spouse or his children where the spouse has not waived the right to the 60 % survivor benefit, which indexation shall be considered in the actuarial

equivalence provided for in 4.4 of By-law no. 534 or in 14.1 of By-law no. 582, of By-law no. 653, of By-law no. 676 or of the plan.

13.4 Indexation of deferred retirement benefits shall apply in the manner provided for in 13.1*a*, as of January 1st of the year following the date on which they start to be paid.

13.5 Any retirement benefit not in payment on the normal retirement date or after such date shall also be updated pursuant to 13.1.

SECTION 14 OPTIONAL FORMS OF PENSION

14.1 Prior to the date on which pension payments begin, the employee's spouse, if any, may waive the death benefit provided for in 6.3.2 by so notifying the Committee in writing. This waiver may be revoked by notifying the Committee in writing within the period provided for above.

If the employee's spouse, if any, has not waived the benefit provided for in 6.3.2, the annual pension calculated in 4.1, 4.1A, 4.2, 4.3, 4.4 and 4.5 increased, where applicable, by the pension benefit provided for in 5.2*c*, shall be adjusted on an actuarial equivalence basis with the normal pension provided for in 6.3.1, to pay the spouse a 60 % pension.

Spousal status, for the purposes of application of the above provisions shall be established on the day preceding the date on which the member's retirement benefit begins.

14.2 A member, a former member or a spouse who is entitled to a pension from the plan and who is 10 years or less away from the normal retirement age may elect to replace such pension, in whole or in part, with a temporary pension, the amount(s) of which must be set by him prior to payment commencement, subject to the limits and conditions established under applicable legislation. Payment of such pension shall cease no later than the last day of the month following the month in which such member, former member or spouse attains age 65.

The choice made by a member, a former member or a spouse as per 14.2 shall be forwarded in writing to the committee prior to the payment date beginning.

The amount of pension resulting from the election of this option shall be the actuarial equivalent of the normal pension payable from the plan.

SECTION 15 ADMINISTRATION OF THE PLAN

15.1 Administration of the plan shall be the responsibility of the Committee; however, Hydro-Québec, as trustee, shall be responsible for management of the pension fund.

15.2 Hydro-Québec Pension Fund

(a) The pension fund shall consist of:

i. funds from the Hydro-Québec Pension Plan, pursuant to By-law no. 676, employee, employer and equalizing contributions, as well as investment income derived therefrom;

ii. funds paid as a result of an agreement to participate in the plan, pursuant to 29;

and, from January 1, 1999:

iii. funds from the Pension plan for employees of the Compagnie d'électricité du Sud du Québec;

iv. funds from the Pension plan for employees of the Compagnie d'électricité du nord du Québec;

v. funds from the Pension plan for employees of the Compagnie électrique du Saguenay;

vi. funds from the Pension plan for employees of the Compagnie de Pouvoir du Bas St-Laurent.

(b) The Hydro-Québec Pension Fund may receive any amount transferred from a registered plan for the purpose of meeting the obligations pursuant to Sections 10, 11 and 28.

(c) All expenses related to the administration of the plan and the management of the fund shall be assumed by the pension fund.

(d) Retirement benefits granted by Montreal Light, Heat & Power Consolidated before April 15, 1944 and by Hydro-Québec after this date, under Section 17 of the By-laws of Montreal Light, Heat & Power Consolidated or the benefits payable under By-law no. 12 of Hydro-Québec, shall be paid directly from the pension fund.

(e) The payment of benefits shall be a debit to the pension fund.

15.3 Accounting

Separate accounts shall be kept for the premiums and contributions resulting from the application of Sections 38 and following of By-law no. 83, of Part II of By-law no. 278, of Part II of By-law no. 534, of Part II of By-law no. 582, of Part II of By-law no. 653, of Part II of By-law no. 676 and of Part II of the plan, and for the income derived therefrom, as well as for the payment of related benefits and indexation of said benefits.

Separate accounts shall also be kept for the funds identified in sub-paragraphs *iii* to *vi* of 15.2*a* and their corresponding revenues, for the expenses defined in 15.2*c* attributable to the administration and management of Part III of the plan, together with the payment of corresponding benefits.

15.4 Management of the pension fund

Hydro-Québec shall manage the pension fund pursuant to the provisions of the Hydro-Québec Act and the applicable provisions of the Supplemental Pension Plans Act. Specifically Hydro-Québec shall:

(*a*) prepare, within six months of the end of each fiscal year of the plan, a financial report containing a statement of the plan assets and liabilities as well as a statement of revenues and expenses for the fiscal year just terminated. Such report shall be audited by the individuals appointed by the Government of Québec for the auditing of the Hydro-Québec accounts under the Hydro-Québec Act;

(*b*) prepare a written investment policy that takes into account the characteristics of the plan, its financial liabilities, and the applicable provisions of the Supplemental Pension Plans Act and any regulations adopted by the Government of Québec pursuant thereto;

(*c*) determine on the investments to be made with the assets of the plan and ensure that these are made in accordance with the investment policy and applicable legislation;

(*d*) authorize the payment of amounts required to discharge the obligations pursuant to Section 28;

(*e*) have the actuary prepare an actuarial valuation of the plan at the latest as at the last fiscal year-end of the plan that falls within three years following the date of the latest actuarial valuation of the plan, or, where the Régie des rentes du Québec so requires, at a date set by the Régie. It shall also have such a valuation prepared at the effective date of the plan and at the effective date of any amendment to the plan which affects its funding or its solvency;

(*f*) have the actuary prepare a report relating to any actuarial valuation of the plan. Such report shall contain the information as prescribed by the Supplemental Pension Plans Act or any regulations adopted by the Government of Québec pursuant thereto;

(*g*) provide the Committee with any information it deems necessary for the sound administration of the plan, in particular the financial report provided for in *a* above, and the actuarial valuation report provided for in *f* above.

15.5 Hydro-Québec Pension Committee

(*a*) The committee shall be made up of 13 members, including seven representatives of Hydro-Québec, one independent member and five members elected by the plan members, former plan members and pensioners; three of these five members shall be selected from among the unionized employees who are plan members, one among the non-unionized employees who are plan members, and one among the pensioners or former plan members.

(*b*) The Committee members elected in accordance with subsection *a* shall be chosen from among the plan members who are not on unpaid temporary leave at the time their candidacies are submitted, and among pensioners and former plan members; they shall be elected in accordance with the procedures set out by the committee.

(*c*) The Hydro-Québec representatives on the committee and the independent member shall be appointed by Hydro-Québec. The independent member must qualify pursuant to the provisions of the Supplemental Pension Plans Act.

(*d*) During the annual meeting provided for in 15.6*n*, the plan members, former plan members and pensioners may choose to appoint additional Committee members to those already elected in accordance with *a* and *b* above. In such case, the plan members, former plan members and pensioners shall appoint a single Committee member to represent them, or the plan members shall appoint an additional Committee member and the former plan members and pensioners shall appoint another committee member.

(*e*) Hydro-Québec shall appoint to the committee additional representatives which number will correspond to the number of committee members appointed by the plan members, former plan members and pensioners pursuant to *d* above. The term of office of such committee members shall be one year.

(f) The committee shall elect its chairman from among the Committee members appointed by Hydro-Québec. The Committee shall designate a secretary, who does not have to be a committee member.

(g) The committee members in office on January 1, 1990 shall remain in office until they are replaced by members elected or appointed pursuant to this Section.

(h) The term of office of committee members representing plan members, former plan members and pensioners shall be 3 years, not to exceed 4 years, with the exception of those elected at the time of the annual meeting, whose term shall not exceed one year. A committee member whose term has expired shall remain in office until he is reappointed or replaced. Any new Committee member shall take office as at the first meeting following his election or appointment.

(i) Subject to *e* above, Hydro-Québec representatives on the committee shall remain in office until such time as their successors are appointed.

(j) In the event of any vacancy on the committee, the members who remain, if they represent a quorum, may continue to exercise the powers and rights of the committee until such time as a replacement is appointed or elected.

(k) The chairman shall preside over the meetings of the committee, ensure that its decisions are executed, and sign the appropriate documents.

(l) The secretary shall write up the minutes of the committee meetings and shall keep them in the record book maintained for that purpose. He shall be responsible for maintaining all records and books prescribed by the committee.

(m) The quorum for the committee meetings shall be seven when the Committee consists of thirteen members, eight when the committee consists of fifteen members, and nine when the Committee consists of seventeen members, and any decision shall be made by a majority of those members present. The chairman shall have the deciding vote in the case of a tie.

(n) With the exception of the independent member, the committee members shall not be entitled to any remuneration.

15.6 Duties of the Committee

Subject to the provisions of 15.1 and 15.4 in respect of the role of trustee of the pension fund exercised by Hydro-Québec, the committee shall have the duties it is

assigned under the Supplemental Pension Plans Act, in particular to:

(a) provide the Régie des rentes du Québec with the application for registration of the plan or its amendments, together with the information and documents provided for under the Supplemental Pension Plans Act and any regulations adopted by the Government of Québec pursuant thereto;

(b) inform the members when it plans to apply for the registration of an amendment to the plan, in accordance with the Supplemental Pension Plans Act and any regulations adopted by the Government of Québec pursuant thereto;

(c) see to the application of the provisions of the plan;

(d) interpret the provisions of the plan in the case of doubt;

(e) authorize the payment of benefits by Hydro-Québec;

(f) draw up internal rules of procedure in those areas falling within its jurisdiction and, in particular, adopt the procedure for election to the committee of representatives of the plan members, former plan members and pensioners;

(g) hold meetings at least once a month;

(h) prepare an annual report on its activities for Hydro-Québec;

(i) transmit to Hydro-Québec its recommendations for improving the administration of the plan or increasing the efficiency thereof;

(j) allow employees, plan members, former plan members, pensioners or their agents who so request, to review, during regular business hours, within 30 days following receipt of such written request, any document prescribed by the Supplemental Pension Plans Act and any regulations adopted by the Government of Québec pursuant thereto, under the terms and conditions established by the act and regulations;

(k) allow plan members, former plan members, pensioners or their agents who so request, to review, during regular business hours, within 30 days following receipt of such written request, any plan provision in force at any time during the period in which such person was a plan member;

(l) requests for documents or the review of documents may be made free of charge by an individual not more than once in a 12-month period. A fee may be charged for any additional request(s) by an individual within such period;

(m) provide every plan member, within 90 days of his joining the plan or of the date of registration of the plan, with a copy of the applicable provisions of the plan, as well as a description of the rights and obligations of the member. In the event of any amendment to the plan, the employer shall provide every plan member, former plan member or pensioner with such document within 90 days of the registration date of the amendment by the Régie des rentes du Québec;

(n) within six months of every fiscal year-end of the plan or within the additional period granted by the Régie des rentes du Québec, convene a meeting, as per the procedure adopted by the committee, by written notice to every member, former member, pensioner and the employer to:

i. inform them of the amendments made to the plan, of any situations in respect of conflicts of interest noted by any committee member, and of the financial status of the plan;

ii. allow the plan members, former plan members and pensioners to decide whether or not to appoint one or two member(s) to the committee, pursuant to 15.5*d*, and, where applicable, proceed with such appointment(s);

iii. report on its administration;

(o) transmit to every plan member, former plan member and pensioner with the notice of the annual meeting, a statement containing the information prescribed by the regulations adopted by the Government of Québec pursuant to the Supplemental Pension Plans Act;

(p) within 60 days of the date on which the committee is informed that a person has ceased to be a plan member, provide such person or provide any other person who is entitled to a refund or to any other benefits with a statement containing the information prescribed by the Supplemental Pension Plans Act and any regulations adopted by the Government of Québec pursuant thereto;

in addition, within 60 days of a written request to such effect, provide free of charge such statement updated to reflect the most recent data available;

in addition, within 30 days of a written request, provide free of charge the data used to determine such

statement or update of same and more particularly those used to calculate the benefits to which he is entitled;

(q) within six months of each fiscal year-end, forward to the Régie des rentes du Québec an annual return with such information as prescribed by the regulations adopted by the Government of Québec pursuant to the Supplemental Pension Plans Act;

(r) forward the report pursuant to 15.4*f* to the Régie des rentes du Québec within six months of the fiscal year-end of the plan or as of the date set by the Régie;

(s) delegate all or part of its powers, or have itself represented by a third party for any particular action;

(t) within 30 days following the coming into office of a committee member appointed by the plan members, former plan members or pensioners, review the delegations of responsibilities to determine which are to be maintained and which are to be revoked.

15.7 Vacancy

(a) A person shall cease to be a committee member on the occurrence of one of the following:

i. his death;

ii. his termination of employment;

iii. his absence for more than six meetings of the committee in the course of one year;

iv. his resignation, or in the case of a Hydro-Québec representative or of the independent member, revocation of his mandate;

v. when he ceases to belong to the group he represents, except, where applicable, for committee members elected during the annual meeting.

(b) Any committee member may resign by giving the committee prior written notice of a minimum of 30 days.

15.8 Replacement

A vacancy on the committee shall be filled as follows:

(a) in the case of a Hydro-Québec representative and the independent member, the replacement shall be appointed by Hydro-Québec within 60 days of the vacancy;

(b) in the case of a representative of unionized employees, non-unionized employees or pensioners and of

former plan members, the replacement shall be the defeated candidate who received the most votes at the most recent election held within the group in question, and this person shall remain in office until the end of the term of the person he replaces;

(c) in the case of a committee member appointed during the annual meeting, the committee shall appoint a plan member, former plan member or pensioner to fill the vacancy until the next annual meeting is held.

PART II **SUPPLEMENTARY PROVISIONS**

SECTION 16 **DEFINITIONS**

Unless the context indicates otherwise, the terms below shall have the following meaning:

16.1 “Vested Pension”: either of the following amounts:

(a) the amount of retirement benefit payable under a supplemental pension plan assuming it is paid to the beneficiary as soon as he is entitled thereto;

(b) the amount of retirement benefit payable under Part III of the plan assuming it is paid to the beneficiary as soon as he is entitled thereto;

(c) the sum of the following amounts calculated pursuant to 4.2, 4.5 and 5.2c:

i. the amount of retirement benefit calculated pursuant to 4.1a and 4.1b;

ii. the amount of retirement benefit calculated pursuant to 4.1c, 4.1d and 4.1A.

16.2 “Total Pension”: the sum of the vested pensions.

SECTION 17 **CONTRIBUTIONS**

The contributions required for the complete funding and indexation of the benefits pursuant to Sections 38 and following of By-law no. 83, Part II of By-law no. 278, Part II of By-law no. 534, Part II of By-law no. 582, Part II of By-law no. 653, Part II of By-law no. 676 and Part II of the plan shall be paid entirely by the employer.

The contributions required to the funding and indexation of benefits for retirement at the request of the employer pursuant to 5.3a ii (1) shall be paid entirely

by the employer. However, in such a case, the unfunded actuarial liability for each such retirement, as calculated immediately prior to the retirement date, and an amount equal to this liability shall be transferred from Part I of the plan to Part II of the plan.

Notwithstanding the foregoing, an amount equal to the improvement unfunded actuarial liability with respect to Part II resulting from modifications effective July 1, 1999 shall be transferred as at July 1, 1999 from Part I of the plan to Part II of the plan.

SECTION 18 **RETIREMENT BENEFIT GUARANTEE FORMULA**

18.1 Eligibility

The following persons shall be deemed eligible for a retirement benefit guarantee formula, with the exception of deferred retirement members and recipients of spousal or children’s survivor benefits pursuant to a deferred retirement benefit:

(a) a member in the employ of a subsidiary prior to January 1, 1966, whose effective date of employment is recognized by Hydro-Québec to precede this date, and who retires subsequent to June 30, 1999 pursuant to the plan and who has at least 10 years of credited service or at least 15 years of credited service in the case of a member who retires pursuant to 5.4;

(b) the spouse of a pensioner referred to in a or in 16.1a of By-law no. 534 or in 18.1a of By-law no. 582, of By-law no. 653 or of By-law no. 676 who dies after June 30, 1999;

(c) the spouse of a member in the employ of a subsidiary prior to January 1, 1966, whose effective date of employment which is recognized by Hydro-Québec precedes this date, who dies while still in service after June 30, 1999 and who has at the time of death at least 10 years of credited service.

18.2 Calculation method

The purpose of the retirement benefit guarantee formula is to provide:

(a) the eligible member at the time of retirement with a pension at least equal to 2.00 % of five-year average earnings times the total number of years of continuous service with Hydro-Québec or a subsidiary, as of the effective date of employment as recognized by Hydro-Québec for the purposes of the plan. However, the pension payable for years of continuous service prior to January 1, 1990 shall be limited to 80 % of the five-year average earnings.

If the years of contributory service total less than 5, the five-year average earnings, for the purposes of this Section, shall be calculated pursuant to 1.15, considering, for the purposes of said Section, the years of certified service as years of contributory service and the basic pay received during these years.

If the total pension is less than the amount calculated above, the pensioner shall receive the difference.

If the spouse's right to 60 % of the deceased's retirement benefit was not waived pursuant to 4.4 of By-law no. 534 or in 14.1 of By-law no. 582, of By-law no. 653, of By-law no. 676 or of the plan, the amount referred to in the third paragraph above shall be adjusted on an actuarial equivalence basis. If applicable, this amount shall be increased by an additional amount calculated on an actuarial equivalence basis to take into account the guaranteed pension paid for a determined period under a supplemental plan or under Part III of the plan and the pension, where applicable, pursuant to Section 20.

(b) the eligible spouse referred to in 18.1 with a survivor benefit equal to the greater of the following amounts:

i. 50 % of the amount referred to in the first paragraph of 18.2a;

and

ii. 50 % of the total pension.

If the pension payable to an eligible spouse under a supplemental plan or under Part III of the plan and this plan prior to the application of Part II of the plan is less than the greater of the above amounts, the eligible spouse shall receive the difference.

If the spouse's right to 60 % of the deceased's pension was not waived pursuant to 4.4 of By-law no. 534 or to 14.1 of By-law no. 582, of By-law no. 653, of By-law no. 676 or of the plan, the eligible spouse shall receive 60 % of the amount referred to in the fourth paragraph of 18.2a.

(c) the eligible spouse referred to in 18.1c with a survivor benefit equal to the greater of the following amounts:

i. (1) 50 % of the amount referred to in paragraph 1 of 18.2a, prorated according to the total number of years of continuous service between the effective date of employment as recognized by Hydro-Québec for the purposes of the plan and December 31, 1989, over the total number of years of continuous service between said

effective date of employment and the date of the member's death; plus

(2) the survivor benefit resulting from the greater of the following amounts:

(a) the present value of the amount referred to in the first paragraph of 18.2a to which the member was entitled before his death, prorated according to the total number of years of continuous service between January 1, 1990 and the date of the member's death, over the total number of years of continuous service between the effective date of employment as recognized by Hydro-Québec for the purposes of the plan and the date of his death;

and

(b) the present value of the survivor benefit payable to the spouse. This survivor benefit shall be equal to 50 % of the amount referred to in the first paragraph of 18.2a, prorated according to the total number of years of continuous service between January 1, 1990 and the date of the member's death over the total number of years of continuous service between the effective date of employment as recognized by Hydro-Québec for the purposes of the plan and the date of his death.

and

ii. (1) 50 % of the vested pension pursuant to 16.1a, 16.1b and 16.1c *i*; plus

(2) the survivor benefit equal to the greater of the following amounts:

(a) the present value of the survivor benefit payable to the spouse. This survivor benefit is equal to 50 % of the retirement benefit credited to the member as at the date of his death pursuant to 16.1c *ii*;

and

(b) the present value of the retirement benefit to which the member was entitled before his death for years of credited service after December 31, 1989.

If the survivor benefit payable to the eligible spouse under the supplemental plans or under Part III of the plan and the plan prior to the application of Part II of the plan is less than the greater of the amounts referred to in *i* or *ii* above, the eligible spouse shall receive the difference.

18.3 Terms and conditions of application

(a) If an eligible spouse receives a separation allowance following the death of an eligible employee in the service of Southern Canada Power Company, Limited, the retirement benefit guarantee formula shall apply only at the end of the number of weeks used as the basis for calculating the allowance.

If said allowance is less than the amount established pursuant to the last paragraph of 18.2c, the retirement benefit guarantee formula shall not apply during such number of years as obtained by dividing A by B below:

A amount of the separation allowance;

B annual amount of the supplement resulting from the retirement benefit guarantee.

(b) If an eligible spouse's survivor benefit under a supplemental plan or under Part III of the plan before the application of Part III of the plan is greater than the amount established pursuant to 18.2b *i* or 18.2c *i*, only for a limited period of time, the retirement benefit guarantee formula shall apply at the end of this limited period. In the case of an eligible spouse of a pensioner, this paragraph shall apply only if the spouse's right to 60 % of the deceased's retirement benefit has been waived.

(c) If an eligible spouse elects to receive the survivor benefit to which he is entitled under a supplemental plan or under Part III of the plan as a lump sum payment, said survivor benefit shall be deemed to be paid out for the period provided for in the supplemental plan or under Part III of the plan, and the retirement benefit guarantee formula shall apply as pursuant to *b* above. In the case of an eligible spouse of a pensioner, this subsection shall apply only if the spouse's right to 60 % of the deceased's retirement benefit has been waived.

(d) If under a supplemental plan or under Part III of the plan an eligible spouse is entitled to a refund of contributions, the retirement benefit guarantee formula shall not apply for such number of years as obtained by dividing A by B below:

A total amount of the refund of contributions;

B annual amount of the supplement resulting from the retirement benefit guarantee.

(e) For purposes of the application of 18.2b and 18.2c, any amount payable upon the death of an eligible member or pensioner under a supplemental plan or under Part III of the plan shall be deemed as being paid to the eligible spouse. In the case of an eligible spouse of a pensioner, this subsection applies only if the spouse's

right to 60 % of the deceased's retirement benefit has been waived.

18.4 Spouse of a pensioner as at December 31, 1989

(a) Upon the death of a pensioner who is in receipt of a retirement benefit as at December 31, 1989, his spouse shall be entitled, for his lifetime, to a survivor benefit equal to 50 % of the retirement benefit payable to the pensioner under a supplemental plan or under Part III of the plan and 50 % of the supplement as calculated pursuant to 15.2a and 15.4b *i* of By-law no. 278, less the amount of survivor benefit paid to the spouse or beneficiary under the supplemental plan or under Part III of the plan.

(b) The survivor benefit calculated in *a* above shall be subject to the following terms and conditions:

i. if a pensioner with a retirement benefit guaranteed which is payable for a limited period of time under a supplemental plan or under Part III of the plan dies before the end of this limited period, his spouse shall be entitled to the excess, if any, between 50 % of the sum of the following amounts:

(1) the supplement pursuant to the retirement benefit guarantee formula in force as at December 31, 1989; plus

(2) the retirement benefit payable under a supplemental plan or under Part III of the plan if said plan or Part III of the plan does not provide for payment of a survivor benefit to the spouse;

and the retirement benefit payable under a supplemental plan or under Part III of the plan, until the end of the period provided for in the supplemental plan. At the end of this period, the spouse shall be entitled, until death, to the survivor benefit calculated in *a* above.

ii. if the eligible spouse elects to receive the survivor benefit to which he is entitled under a supplemental plan or under Part III of the plan as a lump sum payment, such benefit shall be deemed to be paid and the spouse shall receive the excess, if any, between 50 % of the sum of the following amounts:

(1) the supplement pursuant to the retirement benefit guarantee formula in force as at December 31, 1989; plus

(2) the retirement benefit payable under a supplemental plan or Part III of the plan when this plan or Part III of the plan does not provide for payment of a survivor benefit to the spouse;

and the retirement benefit payable under the supplemental plans or under Part III of the plan, until the end of the period as provided for in the supplemental plan or Part III of the plan. At the end of this period, the spouse shall be entitled, for his lifetime, to the benefit as calculated in *a* above.

iii. for the purposes of application of this Section, any amount payable upon the death of a pensioner under a supplemental plan or under Part III of the plan shall be deemed as being paid to his spouse.

SECTION 19 RETIREMENT BENEFIT GUARANTEE FORMULA — POSTPONED RETIREMENT

19.1 The provisions of this Section 19 shall apply to members or spouses referred to in 18.1.

19.2 If an eligible member remains in the employ of the employer subsequent to his normal retirement date, the supplement resulting from the application of 18.2*a* shall be determined as at the normal retirement date and shall be postponed until the actual retirement date, but no later than December 1 of the year in which the member reaches the age limit provided for by applicable legislation, even if the member remains in the employ of the employer after that date.

19.3 During the postponement period, an eligible member may request payment of the supplement, in full or in part, but only to the extent necessary to compensate for a reduction in earnings, if any, during this period, including any decrease in earnings during such period which is the result of a change in status from a full-time to a part-time schedule or of a reduction of a part-time schedule, and not compensated pursuant to the application of 5.5*b*. The member may not make such a request more than once during any 12 month period.

19.4 The amount of the postponed supplement payable on the retirement date or a date no later than December 1 of the year in which the eligible member reaches the age limit provided for by applicable legislation, shall be equal to the sum of the following amounts:

(*a*) the supplement established as at the normal retirement date pursuant to the provisions of the fourth paragraph of 18.2*a* or the third paragraph of 18.2*a* if the spouse's right to 60 % of the deceased's retirement benefit has been waived pursuant to the provisions of 4.4 of By-law no. 534 or in 14.1 of By-law no. 582, of By-law no. 653, of By-law no. 676 or of the plan or if the member had no spouse on his normal retirement date; plus

(*b*) the retirement benefit determined on an actuarial equivalence basis resulting from the adjustment made to offset the decrease in the value of the benefits by reason of the deferral, during the postponement period of the supplement provided for in *a* above, less, where applicable, any retirement benefit paid pursuant to 19.3.

The accrual of the supplement and the actuarial equivalence shall be determined pursuant to the provisions of 5.5*d*.

19.5 Upon the death of an eligible member subsequent to the normal retirement date but before December 1st of the year in which he reaches the age limit provided for by applicable legislation, the eligible spouse shall be entitled, for his lifetime, to the greater of the following amounts:

(*a*) i. the supplement determined pursuant to 18.2*c* as at the normal retirement date; plus

ii. the retirement benefit determined on an actuarial equivalence basis resulting from the adjustment made to offset the decrease in the value of the benefits by reason of the deferral, during the postponement period, of the supplement provided for in *i* above, less, where applicable, any benefits paid pursuant to 19.3;

and

(*b*) i. the supplement determined pursuant to 18.2*b* as at the normal retirement date; plus

ii. the retirement benefit determined on an actuarial equivalence basis resulting from the adjustment made to offset the decrease in the value of the benefits by reason of the deferral, during the postponement period, of the supplement provided for in *i* above, less, where applicable, any benefits paid pursuant to 19.3.

19.6 Upon the death of a pensioner who retired subsequent to his normal retirement date or who died while still in the employ of the employer after December 1st of the year in which he reaches the age limit provided for by applicable legislation, the eligible spouse shall be entitled, for his lifetime, to the sum of the following amounts:

(*a*) the supplement determined in 18.2*b* as at the normal retirement date and revised pursuant to Section 13;

(*b*) 60 % of the deceased's retirement benefit determined pursuant to 19.4*b* and as revised pursuant to Section 13, or 50 % if the spouse's right to 60 % of the deceased's retirement benefit has been waived pursuant to 4.4 of By-law no. 534 or to 14.1 of By-law no. 582, of

By-law no. 653, of By-law no. 676 or of the plan or if the pensioner had no spouse as at normal retirement date, and as revised pursuant to Section 13.

19.7 The provisions of 18.3 shall apply, mutatis mutandis, to the survivor benefit payable to a spouse pursuant to 19.5 and 19.6.

SECTION 20 MINIMUM RETIREMENT BENEFIT

20.1 Eligibility

Subject to the provisions of 20.2, the following persons shall be deemed eligible for an increase in benefits resulting from the application of the minimum retirement benefit:

(a) the pensioner who begins receiving a retirement benefit after June 30, 1999;

(b) the spouse of any pensioner deceased after June 30, 1999;

(c) the spouse of any member deceased after June 30, 1999 whose years of contributory service plus years of certified service is greater than or equal to 10 years.

20.2 The following persons shall not be eligible for an increase in benefits resulting from the application of the minimum retirement benefit:

(a) the beneficiary of a deferred retirement benefit or of a benefit payable to a spouse or child resulting from a deferred retirement benefit;

(b) the member who retires with less than 10 years of credited service;

(c) the member who retires pursuant to the provisions of 5.4a and 5.4b.

(d) the spouse of a member who retired pursuant to the provisions of 5.4a and 5.4b.

20.3 Method of calculation

(a) The total pension paid to the eligible pensioner or eligible spouse under the plan, By-law no. 676, By-law no. 653, By-law no. 582, By-law no. 534, By-law no. 278, By-law no. 83 and the supplemental plans shall be increased, where applicable, in order to guarantee a minimum annual pension of \$2,200.

(b) The increase resulting from the application of this Section shall be allocated proportionally to the years

of credited service prior to January 1, 1990 and the years of credited service subsequent to December 31, 1989 over the total years of credited service.

20.4 Terms and conditions of application

(a) If the pension of any eligible person under 20.1 is greater than the minimum pension only for an established period of time, the minimum pension shall apply at the end of such period.

(b) The amount of the increase shall be calculated on the assumption that a member's vested pension under a supplemental plan or under Part III of the plan is paid upon his becoming eligible therefor.

(c) For the purposes of the determination of the minimum survivor benefit payable to an eligible spouse, any amount payable under a supplemental plan or under Part III of the plan shall be deemed paid to the eligible spouse.

(d) The amount of the increase is calculated without taking into account any benefit transferred to the spouse under Section 8, as well as any lump sum payment made pursuant to 5.6.

20.5 The increase provided for in this Section shall not be granted to an eligible pensioner or his spouse if the spouse's right to 60 % of the deceased's retirement benefit has not been waived, such increase being included pursuant to the provisions of the fourth paragraph of 18.2a.

SECTION 21 SPECIAL PROVISIONS

21.1 For the purposes of calculating the vested pension and total pension, as well as the supplements and increases established pursuant to the retirement benefit guarantee formula and minimum retirement benefit, the following items shall not be taken into consideration:

(a) any annuities purchased by the member with additional or voluntary contributions under a supplemental plan or under Part III of the plan;

(b) any options exercised by the beneficiary in respect of terms of payment;

(c) any amount resulting from the application of Section 13;

(d) the adjustment provided for in 4.4 of By-law no. 534, applied to the benefit under this plan or under a supplemental plan to grant a spouse a survivor benefit equal to 60 % of the deceased's retirement benefit;

(e) the benefit provided for in 4.5 of By-law no. 534 and 4.4 of By-law no. 582, of By-law no. 653, of By-law no. 676 or of the plan;

(f) options pursuant to Section 14 of By-law no. 582, of By-law no. 653, of By-law no. 676 or of the plan.

21.2 If a pensioner dies without a spouse after December 31, 1989, or if the surviving spouse dies after this date, the survivor benefit payable to the spouse provided for in Part II of the plan shall be paid to the children.

21.3 If a member dies without a spouse after December 31, 1989:

(a) the survivor benefit payable to the spouse under Part II of the plan, based on the years of credited service prior to January 1, 1990, shall be paid to the children;

(b) the present value of the retirement benefit to which the member was entitled prior to his death under Part II of the plan, based on the years of credited service after December 31, 1989, shall be paid to his estate.

21.4 Upon the death of a pensioner who retired prior to January 1, 1990 and who received a retirement benefit under a supplemental plan or under Part III of the plan, Sections 38 and subsequent of By-law no. 83, Part II of By-law no. 278, the survivor benefit to which his spouse is entitled shall be increased by 50 % of the amount of indexation to which the pensioner was entitled for such retirement benefit at the date of his death.

Upon the death of a pensioner who retired after December 31, 1989 and who received a retirement benefit under Part II of By-law no. 534, Part II of By-law no. 582, Part II of By-law no. 653, Part II of By-law no. 676 or Part II of the plan, the survivor benefit to which his spouse is entitled shall be increased by 60 % of the amount of indexation to which the pensioner was entitled for such retirement benefit at the date of his death. If the spouse's right to 60 % of the deceased's retirement benefit has been waived, the spouse's survivor benefit shall be increased by 50 % of the amount of indexation to which the member was entitled under a supplemental pension plan, Part III of the plan and Part II of By-law no. 534, Part II of By-law no. 582, Part II of By-law no. 653, Part II of By-law no. 676 or Part II of the plan.

21.5 Benefits in this Part shall be subject to the Income Tax Act and to any regulations adopted by the Government of Canada pursuant to this Act.

PART III PROVISIONS REGARDING THE SUBSIDIARIES' MERGED PLANS

SECTION 22 PENSION PLAN FOR EMPLOYEES OF THE COMPAGNIE D'ÉLECTRICITÉ DU SUD DU CANADA LTÉE

22.1 Provisions of Section 22 are added to the Hydro-Québec Pension Plan further to the merger of the Compagnie d'électricité du sud du Canada Ltée Employees Pension Plan with the Hydro-Québec Pension Plan. These provisions correspond to the provisions of the Compagnie d'électricité du sud du Canada Ltée Employees Pension Plan with the required adaptations. Subject to applicable legislation, benefits payable to an employee who has left the Company prior to January 1, 1999 are determined according to provisions of the Southern Canada Power Company Limited Employees Pension Plan or the Compagnie d'électricité du sud du Canada Ltée Employees Pension Plan, as the case may be. Provisions of this Section apply only to benefits arising from participation in the Compagnie d'électricité du sud du Canada Ltée Employees Pension Plan.

22.2 Definitions

For purposes of Section 22, the following terms mean:

“Company”: the Compagnie d'électricité du sud du Canada Ltée and its subsidiary, the Compagnie de chemins de fer et d'électricité de Sherbrooke Ltée, its successors or assigns;

“Employee”: a permanent employee of the Company of either gender. An active employee at December 31, 1965 who participates in the Hydro-Québec Pension Plan as of January 1, 1966 remains an employee for purposes of this Section 22, even if he becomes employed by Hydro-Québec or of one of its subsidiaries;

“Normal retirement age”: sixty-five (65) years old for men and sixty (60) years old for women;

“Participation date”: the date set in the agreement between the Company and Hydro-Québec from which Company employees became members of the Hydro-Québec Pension Plan, i.e., January 1, 1966;

“Pensioner”: a person, other than a spouse, a beneficiary or an assign, receiving pension benefits under the Southern Canada Power Company Limited Employees Pension Plan or the Compagnie d'électricité du sud du Canada Ltée Employees Pension Plan or under this Section 22.

22.3 Special provisions

Employees in active service on the participation date have ceased to accrue pension credits under the Southern Canada Power Company Limited Employees Pension Plan and the Compagnie d'électricité du Sud du Canada Ltée Employees Pension Plan.

Employees in active service on the participation date retain all their pension credits for service or participation prior to that date. These credits will be paid to them according to provisions of this Section 22.

Where Section 22 mentions the average of an employee's total monthly earnings received during his last 10 years of service, it means the average of total monthly earnings received by an active employee on participation date for his last 10 years of service in the employment of either the Company or Hydro-Québec.

For purposes of this Section 22, years of service accrued after the participation date by permanent or regular employees of Hydro-Québec or one of its subsidiaries count as years of service with the Company for purposes of establishing the right to a pension, but not to establish the amount of such pension. In this case, only the years of service prior to January 1, 1966 are computed.

22.4 Benefits

(a) Normal Retirement

Employees who have reached normal retirement age and who have been continuously employed by the Company for 10 years or more are entitled, from the first day of the month following the month during which they have reached the normal retirement age, to a monthly pension equal to 1 % for each year of service with the Company, based on their average total monthly earnings during their last 10 years of service, subject to a minimum of \$50 per month or 50 % of the average of such monthly earnings, whichever is lower.

The determination of any additional amount required to bring the pension benefits to the \$50 monthly minimum takes into account the amount of pension paid under Part I and Part II of the Plan, excluding any additional amount payable on account of provisions regarding minimum pension or half-pension.

(b) Early retirement at the request of the employee

An employee who has reached 55 years of age and has been continuously employed by the Company for a period of 15 years or more may retire at any time prior to his normal retirement date. In such a case, the monthly

pension payable from the first day of the month following his retirement is equal to 1 % for each year of service with the Company, based on the average of his total monthly earnings during the last 10 years of service, multiplied by a factor determined as per the following table:

Age on due date of first monthly payment	Factor	
	Men	Women
55	0.60	0.80
56	0.64	0.84
57	0.68	0.88
58	0.72	0.92
59	0.76	0.96
60	0.80	1.00
61	0.84	
62	0.88	
63	0.92	
64	0.96	
65	1.00	

Age is computed in complete months; where required, the factor is determined using straight line interpolation. In such a case, however, the minimum monthly pension provision set out under *a* above does not apply.

(c) Early retirement at the request of the employer

An employee who has reached 55 years of age and has been continuously employed by the Company for a period of 15 years or more may be retired by the employer before having reached his normal retirement age. In such a case, the monthly pension payable from the first day of the month following his retirement is equal to 1 % for each year of service with the Company, based on the average of his total monthly earnings during the last 10 years of service, multiplied by a factor determined as per the following table:

Age on due date of first monthly payment	Factor	
	Men	Women
55	0.80	0.90
56	0.84	0.92
57	0.88	0.94
58	0.86	0.96
59	0.88	0.98
60	0.90	1.00
61	0.92	
62	0.94	
63	0.96	
64	0.98	
65	1.00	

Age is computed in complete months; where required, the factor is determined using straight line interpolation. In such a case, however, the minimum monthly pension provision set out under *a* does not apply.

(*d*) Disability benefits

An employee who has been continuously employed by the Company for 10 years or more, and who can no longer perform his regular tasks on account of physical or intellectual disability, is entitled (but only during the period where such physical or intellectual disability prevents him from going back to full active service with the Company) to receive a monthly retirement pension equal to 1 % for each year of service with the Company, based on the average of his total monthly earnings during the last 10 years of service. In such a case, however, the minimum monthly pension provision set out under *a* above does not apply.

(*e*) Death benefits

On the death of a male employee who was receiving a pension pursuant to *a* above, a monthly pension equal to half the monthly pension payable to such employee is paid to his widow for life. Such half-pension is not payable to widows of employees who retired prior to September 23, 1955.

On the death of a male employee who was receiving or was entitled to a pension pursuant to *b* above, a monthly pension equal to half the monthly pension payable to such employee if he was retired or to half the pension which he would have been entitled to had he retired on the date immediately preceding the date of his death, pursuant to the provisions of *b* above, is paid to his widow for life. Such half-pension only applies to widows of employees who become entitled to a pension pursuant to *b* above on or after December 1, 1962.

On the death of a male employee who was receiving a pension pursuant to *c* above, a monthly pension equal to half the monthly pension payable to such employee pursuant to the provisions of *c* above is paid to his widow for life. Such half-pension only applies to widows of employees who retired pursuant to *c* above on or after December 1, 1962.

On the death of a male employee who was in active service with the Company on December 1, 1962 and who, after this date and while in active service with the Company, became eligible to a pension pursuant to *d* above, a monthly pension equal to the product of *i* and *ii* below is paid to his widow for life.

i. the monthly pension payable to such pensioner, and

ii. a factor of: $0.01 \times X - 0.15$

(Where *X* is the age of the retired employee in complete years at the date on which the Company began paying him the pension to which he was entitled pursuant to *d* above.)

22.5 Miscellaneous provisions

(*a*) Subject to the provisions of *f* below, the pension payment commencement date is the first day of the month following the month during which the employee retired, or any other date determined by the Committee. The pension payment commencement date for any widow, as established above, is the first day of the month following the month during which the employee died.

(*b*) Subject to the provisions of 22.4*d*, employee retirement pensions granted to employees are paid from the retirement date until death.

(*c*) The service period includes fractions of year.

(*d*) Leaves of absence or temporary lay-offs due to staff reductions, or leaves to satisfy military obligations are not considered as breaks in service.

(*e*) Former employees who left the service of the Company on or after December 1, 1962 with more than 15 years of continuous service and who are rehired lose only the period during which they were not in the service of the Company.

(*f*) Termination benefits

Any employee having reached 45 years and counting 15 years or more of continuous service who terminated employment with the Company on or after December 1, 1962 is entitled to a monthly pension payable from his normal retirement age. This pension is equal to 1 % for each year of service with the Company, based on the average of the employee's total monthly earnings during the last 10 years of service. In such a case, however, the minimum monthly pension provision set out under 22.4*a* does not apply. The retirement pension set out in this paragraph *f* is not payable to employees who already receive a pension under 22.4*d*.

22.6 This Section adds to the preceding provisions of Section 22, without reducing the rights conferred by such Section 22.

(*a*) Deferred pension

Any employee who meets the following conditions at the time he leaves the service of the employer is entitled to a deferred pension at least equal to the monthly pension payable from the normal retirement age:

- i. having reached 45 years of age but not the normal retirement age;
- ii. having completed at least 10 years of continuous service.

(b) Early retirement

An employee who has completed a minimum of 10 years of continuous service and whose period of continuous service ends in the 10 years immediately preceding the date on which he attains the normal retirement age is entitled to receive an early retirement pension. The early retirement pension is the actuarial equivalent of the pension payable at normal retirement age.

(c) Postponed retirement

An employee who remains in the employer's service after his normal retirement date may retire as of the first day of any month following this date. The employee's monthly retirement benefit shall be postponed until his actual retirement date, but no later than December 1 of the year in which the employee reaches the age limit provided for in applicable legislation, even if he remains in the employer's service after this date. The amount of the postponed retirement benefit is an actuarial equivalent based on the retirement benefit payable at normal retirement age and the length of the postponement period.

During the postponement period, the employee may request payment in whole or in part of his retirement benefit, but only insofar as is necessary to compensate for any reduction in earnings during this period. The employee may not make such request more than once per 12-month period.

Should the employee die during the postponement period, his spouse is entitled to a pension, the value of which is equal to the value of the pension that would have been payable to the employee, had payment of the pension began on the day preceding the date of death.

(d) Spousal pension

Upon the death of a pensioner who had retired after December 31, 1989 or of an employee whose period of continuous service had ended after this date and who is expecting the commencement of a benefit payable pursuant to Section 22, and provided the employee's spouse

has not waived the right to a 60 % pension at the time of the employee's retirement pursuant to Part I, the employee's spouse shall receive a lifetime pension equal to 60 % of the pension that the pensioner was receiving or was entitled to receive at the time of his death, such pension being the actuarial equivalent of the pension he would have been entitled to receive in the absence of the right conferred herein to the spouse.

Prior to the date on which pension payments begin, the employee's spouse, if any, may waive the right to a spousal pension by so notifying the Committee in writing. This waiver may be revoked by notifying the Committee in writing within the period provided for above.

(e) Payment of benefits and transfer

The provisions of 7.9 to 7.12 apply, mutatis mutandis, to the benefits provided under Section 22.

SECTION 23

PENSION PLAN FOR EMPLOYEES OF THE COMPAGNIE D'ÉLECTRICITÉ DU NORD DU QUÉBEC LIMITÉE

23.1 Provisions of Section 23 are added to the Hydro-Québec Pension Plan further to the merger of the Compagnie d'électricité du nord du Québec Limitée Employees Pension Plan with the Hydro-Québec Pension Plan. These provisions correspond to the provisions of the Compagnie d'électricité du nord du Québec Limitée Employees Pension Plan, with the required adaptations. Subject to applicable legislation, benefits payable to an employee who has left the Company prior to January 1, 1999 are based on the provisions of the northern Quebec Power Company, Limited Employees Pension Plan or the Compagnie d'électricité du nord du Québec Limitée Employees Pension Plan, as the case may be. The provisions of this Section apply only to benefits arising from participation in the Compagnie d'électricité du nord du Québec Limitée Employees Pension Plan.

23.2 Definitions

For purposes of Section 23, the following terms mean:

“Company”: the Compagnie d'électricité du nord du Québec Limitée, its successors or assigns;

“Employee”: a permanent employee of the Company of either gender. An active employee at December 31, 1965 who participates in the Hydro-Québec Pension Plan from January 1, 1966 continues to be an employee for purposes of this Section 23, even if he becomes employed by Hydro-Québec or of one of its subsidiaries.

“Normal retirement age”: sixty-five (65) years old for men and sixty (60) years old for women;

“Participation date”: the date set in the agreement between the Company and Hydro-Québec from which the Company employees become members of the Hydro-Québec Pension Plan, *i.e.*, January 1, 1966;

“Pensioner”: a person, other than a spouse, a beneficiary or an assign, receiving pension benefits under the northern Quebec Power Company, Limited Employees Pension Plan or the Compagnie d’électricité du nord du Québec Limitée Employees Pension Plan or under this Section 23.

23.3 Special provisions

Employees in active service on the participation date have ceased to accrue pension credits under the northern Quebec Power Company, Limited Employees Pension Plan and the Compagnie d’électricité du nord du Québec Limitée Employees Pension Plan.

Employees in active service on the participation date retain all their pension credits for service or participation prior to that date. These credits will be paid to them according to the provisions of this Section 23.

Where Section 23 mentions the average of an employee’s total monthly earnings received during his final 10 years of service, it means the average of total monthly earnings received by an active employee on participation date during his last 10 years of service in the employment of either the Company or Hydro-Québec.

For purposes of this Section 23, years of service accrued after the participation date by permanent or regular employees of Hydro-Québec or one of its subsidiaries count as years of service with the Company for purposes of establishing the right to a pension, but not to establish the amount of such pension. In this case, only the years of service prior to January 1, 1966 are computed.

23.4 Benefits

(a) Normal retirement

Employees who have reached normal retirement age and who have been continuously employed by the Company for 10 years or more are entitled to the payment of the accrued pension.

(b) Disability pension

Employees who have been continuously employed by the Company for a period of 10 years or more and who

can no longer perform their regular tasks on account of physical or intellectual disability are entitled to receive payment of their accrued pension (but only during the period where such physical or intellectual disability prevents them from going back to full active service with the Company).

(c) Accrued pension

The amount of the monthly pension is 1 % for each year of service with the Company, based on the employee’s average total monthly earnings during his last 10 years of service, subject to a minimum of \$50 per month or 50 % of the average of such monthly earnings, whichever is lower.

The determination of any additional amount required to bring the pension benefits to the \$50 monthly minimum takes into account the amount of pension paid under Part I and Part II of the Plan, excluding any additional amount payable on account of provisions regarding minimum pension or half-pension.

(d) Death benefits

On the death of a male employee who was receiving a pension pursuant to *a* above, a monthly pension equal to half the monthly pension payable to such employee is paid to his widow for life. Such half-pension is not payable to widows of employees who retired prior to January 1, 1956.

23.5 Miscellaneous provisions

(a) The pension payment commencement date is the first day of the month following the month during which the employee retired, or any other date as determined by the Committee.

(b) Retirement pensions granted to employees are paid from the employees retirement dates until death.

(c) The service period includes fractions of year.

(d) Leaves of absence or temporary lay-offs due to staff reductions, or leaves to satisfy military obligations are not considered as breaks in service.

(e) Former employees counting 20 years or more of continuous service who have left and been rehired by the Company lose only the period during which they were not employed by the Company.

(f) Termination benefits

Any employee aged 50 or more having completed 20 years or more of continuous service with the Com-

pany is entitled to a monthly pension payable from his normal retirement age if he terminates his employment prior to normal retirement age. This monthly pension is based on accrued service as of the first of the following dates:

- i. the employee's termination date, or
- ii. the employee's date of participation.

However, in such cases, the provision relevant to the minimum monthly retirement benefit pursuant to 23.4c does not apply.

23.6 This section adds to the preceding provisions of Section 23, without reducing the rights conferred by such Section 23.

(a) Deferred pension

Any employee who meets the following conditions at the time of his termination of employment at the employer's service is entitled to a deferred pension at least equal to the monthly pension payable from the normal retirement age:

- i. having reached age 45, but not the normal retirement age;
- ii. having completed at least 10 years of continuous service.

(b) Early retirement

An employee who has completed a minimum of 10 years of continuous service and whose period of continuous service ends in the 10 years immediately preceding the date on which he reaches his normal retirement age is entitled to receive an early retirement pension. The early retirement pension is the actuarial equivalent of the pension payable at normal retirement age.

(c) Postponed retirement

An employee who remains in the employer's service after his normal retirement date may retire as of the first day of any month following this date. The monthly retirement benefit of the employee shall then be postponed until his actual retirement date, but no later than December 1 of the year in which the employee reaches the age limit provided for in applicable legislation, even if he remains in the employer's service after this date. The amount of the postponed retirement benefit is an actuarial equivalent based on the retirement benefit payable at normal retirement age and the length of the postponement period.

During the postponement period, the employee may request the total or partial payment of his retirement benefit, but only insofar as is necessary to compensate for any reduction in earnings during this period. The employee may not make such request more than once in any 12-month period.

Should the employee die during the postponement period, his spouse is entitled to a pension, the value of which is equal to the value of the pension that would have been payable to the employee, had payment of the pension began on the day preceding the date of death.

(d) Spousal pension

Upon the death of a pensioner who had retired after December 31, 1989 or of an employee whose period of continuous service had ended after this date and who is expecting the commencement of a benefit payable pursuant to Section 23, and provided the spouse has not waived the right to a 60 % pension at the time of the employee's retirement pursuant to Part I, the employee's spouse shall receive a lifetime pension equal to 60 % of the pension that the pensioner was receiving or was entitled to receive at the time of his death, such pension being the actuarial equivalent of the pension he would have been entitled to receive in the absence of the right conferred herein to the spouse.

Prior to the date on which pension payments begin, the employee's spouse, if any, may waive the right to a spousal pension by so notifying the Committee in writing. This waiver may be revoked by notifying the Committee in writing within the period provided for above.

(e) Payment of benefits and transfer

The provisions of 7.9 to 7.12 apply, *mutatis mutandis*, to the benefits provided under Section 23.

SECTION 24
PENSION PLAN FOR EMPLOYEES OF THE
COMPAGNIE ÉLECTRIQUE DU SAGUENAY

24.1 The provisions of Section 24 are added to the Hydro-Québec Pension Plan further to the merger of the Compagnie électrique du Saguenay Employees Pension Plan with the Hydro-Québec Pension Plan. These provisions correspond to the provisions of the Compagnie électrique du Saguenay Employees Pension Plan, with the required adaptations. Subject to applicable legislation, benefits payable to an employee who has left the Company prior to January 1, 1999 are based on the provisions of the Supplément à la caisse de retraite et d'assurance-vie des employés de la Compagnie électrique du Saguenay or the Compagnie électrique du Saguenay

Employees Pension Plan, as the case may be. The provisions of this Section apply only to benefits arising from participation in the Compagnie électrique du Saguenay Employees Pension Plan.

24.2 Definitions

For purposes of Section 24, the following terms mean:

“Company”: the Compagnie électrique du Saguenay, its successors or assigns;

“Employee”: a permanent employee of the Company of either gender. An active employee at December 31, 1965 who participates in the Hydro-Québec Pension Plan since January 1, 1966 continues to be an employee for purposes of the Supplément à la caisse de retraite et d'assurance-vie des employés de la Compagnie électrique du Saguenay even if he becomes employed by Hydro-Québec or of one of its subsidiaries;

“Normal retirement age”: sixty-five (65) years old for men and sixty (60) years old for women;

“Participation date”: the date set in the agreement between the Company and Hydro-Québec from which Company employees become members of the Hydro-Québec Pension Plan, *i.e.*, January 1, 1966;

“Pension and life insurance fund”: the plan or funds accumulated as of January 1, 1966 under any of the following contracts:

- Contract no. G.22 issued by the Department of Labour of Canada, Annuities Branch
- Policy no. 8918 G., issued by Sun Life Assurance Company of Canada
- Policy no. P.W. 10805, issued by the Standard Life Assurance Company;

“Pensioner”: a person, other than a spouse, a beneficiary or an assign, receiving pension benefits under the Supplément à la caisse de retraite et d'assurance-vie des employés de la Compagnie électrique du Saguenay or the Compagnie électrique du Saguenay Employees Pension Plan;

24.3 Special provisions

Employees in active service on the participation date have ceased to accrue pension credits under the Supplément à la caisse de retraite des employés de la Compagnie électrique du Saguenay or the Compagnie électrique du Saguenay Employees Pension Plan.

Employees in active service on the participation date retain all their pension credits for service or participa-

tion prior to that date. These credits will be paid to them according to the provisions of this Section 24.

For purposes of this Section 24, years of service accrued after the participation date by permanent or regular employees of Hydro-Québec or one of its subsidiaries count as years of service with the Company for purposes of establishing the right to a pension, but not to establish the amount of such pension. In this case, only the years of service prior to January 1, 1966 are computed.

24.4 Benefits

(a) Retirement benefits

Employees in active service on December 31, 1965 who become members of the Hydro-Québec Pension Plan after that date are entitled to a retirement pension equal to the difference between the amount of pension accrued to them under the pension and life insurance fund before any option and the amount established as follows, if such amount is higher:

1.5 % of the annual average earnings for the 36 consecutive months during which such earnings are the highest, whether these months have been spent in the service of the Company, Hydro-Québec or one of its subsidiaries, multiplied by the number of years of credited service prior to January 1, 1966, up to 50 % of such average annual earnings. However, a deduction is made for any pension payable under the Federal Old Age Security Act at the time the employee retires, such government pension being reduced for purposes of this calculation in proportion of the number of years of credited service as of January 1, 1966 over such number increased by the number of years of participation from such date.

(b) Early retirement reduction

Should the employee retire prior to his normal retirement date, any pension benefits payable under 24.4a shall be reduced by actuarial equivalence, as shall be any retirement income to which he may be entitled to receive from the retirement and life insurance fund.

(c) Death after retirement

In the event of the death of an employee before 60 monthly pension payments have been made, the remaining monthly payments will continue to be made to his designated beneficiaries or, failing that, to his assigns, until 60 monthly payments have been made in total.

24.5 Miscellaneous provisions

The provisions, definitions, conditions and privileges set out under the pension and life insurance fund shall also apply to the benefits provided for under this Section 24 unless it is obvious that they are not applicable or that the provisions of Section 24 are contrary to such provisions, definitions, conditions and privileges or different in nature. In any instance where interpretation is required, the decision of the Committee is final.

24.6 This section adds to the preceding provisions of Section 24, without reducing the rights conferred by such Section 24.

(a) Deferred pension

Is entitled to a deferred pension at least equal to the monthly pension payable from the normal retirement age any employee who meets the following conditions at the time he leaves the service of the employer:

- i. having attained age 45, but not the normal retirement age;
- ii. having completed at least 10 years of continuous service.

(b) Early retirement

An employee who has completed a minimum of 10 years of continuous service and whose period of continuous service ends in the 10 years immediately preceding the date on which he attains his normal retirement age is entitled to receive an early retirement pension. The early retirement pension is the actuarial equivalent of the retirement benefit payable at normal retirement age.

(c) Postponed retirement

An employee who remains in the employer's service after his normal retirement date may retire as of the first day of any month following this date. The monthly retirement benefit of the employee shall then be postponed until his actual retirement date, but no later than December 1 of the year in which the employee reaches the age limit provided for in applicable legislation, even if he remains in the employer's service after this date. The amount of the postponed retirement benefit is an actuarial equivalent basis based on the retirement benefit payable at normal retirement age and the length of the postponement period.

During the postponement period, the employee may request the payment of his retirement benefit, in whole or in part, but only insofar as is necessary to compensate

for any reduction in earnings during this period. The employee may not make such request more than once per 12-month period.

Should the employee die during the postponement period, his spouse is entitled to a pension, the value of which is equal to the value of the pension that would have been payable to the employee, had payment of the pension commenced on the day preceding the date of death.

(d) Spousal pension

Upon the death of a pensioner who had retired after December 31, 1989 or of an employee whose period of continuous service had ended after this date and who is expecting the commencement of a benefit payable pursuant to Section 24, and provided the employee's spouse has not waived the right to a 60 % pension at the time of the employee's retirement pursuant to Part I, the employee's spouse receives a lifetime pension equal to 60 % of the pension that the pensioner was receiving or was entitled to receive at the time of his death, such pension being the actuarial equivalent of the pension he would have been entitled to receive in the absence of the right conferred herein to the spouse.

Prior to the date on which pension payments begin, the employee's spouse, if any, may waive the right to such spousal pension by so notifying the Committee in writing. This waiver may be revoked by notifying the Committee in writing within the period provided for above.

(e) Payment of benefits and transfer

The provisions of 7.9 to 7.12 apply, *mutatis mutandis*, to the benefits provided under Section 24.

SECTION 25 PENSION PLAN FOR EMPLOYEES OF LA COMPAGNIE DE POUVOIR DU BAS ST-LAURENT

25.1 The provisions of Section 25 are added to the Hydro-Québec Pension Plan further to the merger of La Compagnie de Pouvoir du Bas St-Laurent Employees Pension Plan with the Hydro-Québec Pension Plan. These provisions correspond to the provisions of La Compagnie de Pouvoir du Bas St-Laurent Employees Pension Plan, with the required adaptations. Subject to applicable legislation, benefits payable to an employee who has left the Company prior to January 1, 1999 are based on the provisions of the Caisse de retraite des employés de La Compagnie de Pouvoir du Bas St-Laurent or La Compagnie de Pouvoir du Bas St-Laurent Employees Pension Plan, as the case may be. The provisions of this

Section apply only to benefits arising from participation in La Compagnie de Pouvoir du Bas St-Laurent Employees Pension Plan.

25.2 Definitions

For purposes of Section 25, the following terms mean:

“Company”: La Compagnie de Pouvoir du Bas St-Laurent, its successors or assigns;

“Contributions”: the amounts that each member was required to pay to La Compagnie de Pouvoir du Bas St-Laurent Employees Pension Plan prior to the participation date;

“Earnings”: any regular compensation for services rendered to the Company, excluding any additional compensation or bonuses;

“Member”: any regular employee of La Compagnie de Pouvoir du Bas St-Laurent who joined and made regular contributions to the Caisse de retraite des employés de La Compagnie de Pouvoir du Bas St-Laurent;

“Participation date”: the date set in the agreement between the Company and Hydro-Québec from which the employees of the Company participate into the Hydro-Québec Pension Plan, *i.e.*, January 1, 1966;

“Pensioner”: any person who has been a member and who receives a pension pursuant to the provisions of the Caisse de retraite des employés de La Compagnie de Pouvoir du Bas St-Laurent or La Compagnie de Pouvoir du Bas St-Laurent Employees Pension Plan, or pursuant to the provisions of this Section 25.

25.3 Special provisions

Employees in active service from the participation date have ceased to accrue pension credits under the Caisse de retraite des employés de La Compagnie de Pouvoir du Bas St-Laurent, the Pension plan for employees of La Compagnie de Pouvoir du Bas St-Laurent or this Section 25.

Employees in active service on the participation date retain all their pension credits for service or participation prior to that date. These credits will be paid to them according to the provisions of this Section 25.

For purposes of this Section 25, years of service after the participation date accrued by employees as permanent or regular employees of Hydro-Québec or one of its subsidiaries count as years of services with the Company only for the purposes of establishing the right to a pension.

25.4 Benefits

(a) Normal retirement date

The normal retirement date for a male member is the first day of the month following his 65th birthday anniversary.

The normal retirement date for a female member is the first day of the month following her 60th birthday anniversary.

(b) Annual pension at normal retirement date

The annual pension of a pensioner, payable from the normal retirement date or later, is equal to 2 % of the amount of earnings used as the basis for contributions from the date such pensioner joined the Caisse de retraite des employés de La Compagnie de Pouvoir du Bas St-Laurent and until payment of such pension or, for members on the participation date, until such participation date.

(c) Early retirement

Any member may retire during the 10 years immediately preceding the normal retirement date. In the event of total and permanent disability, a member may retire at any time following the completion of 10 years of service. In either case, the member receives an immediate reduced pension, based on the actuarial equivalent of the pension calculated pursuant to 25.5*b*.

(d) Death after retirement

In the event of the death of an employee before pension payments have been made for a period of 5 years, and failing his choice of an optional form of payment pursuant to the provisions of 25.5*c* hereinafter, the remaining payments will continue to be made to his designated beneficiaries or, failing that, to his assigns.

(e) Death prior to retirement

Subject to the provisions of 25.5*a*, in the event of the death of an employee prior to his retirement, his designated beneficiaries or, failing that, his assigns shall receive the contributions made by such employee, plus interest.

25.5 Miscellaneous provisions

(a) Payment option

The member, or his designated beneficiary after death, if any, may elect to receive payments spread over a

maximum of 10 years, in lieu of the lump sum payment pursuant to 25.4e.

(b) Termination prior to retirement

A member who terminates employment with the employer prior to being entitled to a retirement pension pursuant to the above shall receive a refund of his contributions, with interest. However, where the member has completed 10 years of service or more, he may elect to leave his contributions in the Pension Plan for Employees of La Compagnie de Pouvoir du Bas St-Laurent and receive, from his normal retirement date, the pension accrued to him from his contributions plus a percentage of or the totality of the balance of the pension accrued to him pursuant to the provisions of 25.4b, as per the following table:

Years of service	Percentage (%)
10 years but less than 11	25.0
11 years but less than 12	32.5
12 years but less than 13	40.0
13 years but less than 14	47.5
14 years but less than 15	55.0
15 years but less than 16	62.5
16 years but less than 17	70.0
17 years but less than 18	77.5
18 years but less than 19	85.0
19 years but less than 20	92.5
20 years or more	100.0

In the event of the death, prior to the normal retirement date, of a former employee who had elected to leave his contributions in La Compagnie de Pouvoir du Bas St-Laurent Employees Pension Plan, his designated beneficiaries or, failing that, his assigns shall receive the contributions made by such former employee, plus interest.

(c) Optional forms of pension

Provided he retires on his normal retirement date or later, any member, prior to his retirement, may elect a form of pension payment other than the 5-year guaranteed pension set out under 25.4d; in such case, the pension payments are based on the actuarial equivalent of the pension established pursuant to such provisions. The member may select from three optional forms of payment:

Lifetime only pension: payments are made for life.

10 years guaranteed pension: payments are made to the member for life. Should the member's death occur

before he has received 10 years of pension payments, the remaining payments will be made to his designated beneficiaries or, failing that, to his assigns.

Joint and survivor pension: payments are made to the member for life. After his death, partial or full payments are continued to his surviving spouse based on the choice made by the member at retirement time.

Adjustment to account for the pension payable under the Old Age Security Act: the pension amount is adjusted so that the sum of the pension payable from the Pension plan for employees of La Compagnie de Pouvoir du Bas St-Laurent and the Old Age Security pension payable at the time of retirement by the federal government result in equal monthly payments to the member for life.

25.6 This section adds to the preceding provisions of Section 25, without reducing the rights conferred by such Section 25.

(a) Normal retirement

Notwithstanding any of the above, the member is entitled to receive, from his normal retirement date, a pension at least equal to the pension resulting from his contributions, accumulated with interest.

(b) Deferred pension

Any employee who meets the following conditions at the time he leaves the service of the employer is entitled to a deferred pension at least equal to the monthly pension payable from the normal retirement age:

- i. having attained age 45, but not the normal retirement age;
- ii. having completed at least 10 years of continuous service.

In addition, the amount of the deferred pension must be at least equal to the pension resulting from his contributions, accumulated with interest.

(c) Early retirement

Any employee who has completed a minimum of 10 years of continuous service and whose period of continuous service ends in the 10 years immediately preceding the date on which he attains his normal retirement age is entitled to receive an early retirement pension. The early retirement pension is the actuarial equivalent of the pension payable at normal retirement age.

(d) Postponed retirement

An employee who remains in the employer's service after his normal retirement date may retire as of the first day of any month following this date. The employee's monthly retirement benefit shall then be postponed until his actual retirement date, but no later than December 1 of the year in which the employee reaches the age limit provided for in applicable legislation, even if he remains in the employer's service after this date. The amount of the postponed retirement benefit is an actuarial equivalent based on the retirement benefit payable at normal retirement age and the length of the postponement period.

During the postponement period, the employee may request the payment of his retirement benefit, in whole or in part, but only insofar as is necessary to compensate for any reduction in earnings during this period. The employee may not make such request more than once in any 12-month period.

Should the employee die during the postponement period, his spouse is entitled to a pension, the value of which is equal to the value of the pension that would have been payable to the employee, had payment of the pension commenced on the day preceding the date of death. In addition, the actual value of the spousal pension must be at least equal to the pension resulting from the member's contribution, accumulated with interest.

(e) Spousal pension

Upon the death of a pensioner who had retired after December 31, 1989 or of an employee whose period of continuous service had ended after this date and who is expecting the commencement of a benefit payable pursuant to Section 25, and provided the spouse has not waived the right to a 60 % pension at the time of the employee's retirement pursuant to Part I, the spouse receives a lifetime pension equal to 60 % of the pension that the pensioner was receiving or was entitled to receive at the time of his death, such pension being the actuarial equivalent of the pension he would have been entitled to receive in the absence of the right conferred herein to the spouse.

Prior to the date on which pension payments begin, the employee's spouse, if any, may waive the right to a spousal pension by so notifying the Committee in writing. This waiver may be revoked by notifying the Committee in writing within the period provided for above.

(f) Payment of benefits and transfer

The provisions of 7.9 to 7.12 apply, *mutatis mutandis*, to the benefits provided under Section 25.

SECTION 26 CONTRIBUTIONS

The Employer shall make up any unfunded actuarial liability of Part III of the plan through one or more payments, the terms and conditions of which shall be determined by the employer, in accordance with the provisions then in force of the Hydro-Québec Act and the Supplemental Pension Plans Act.

PART IV MISCELLANEOUS PROVISIONS

SECTION 27 BENEFITS PAYMENTS

27.1 The retirement benefit shall be payable as of the retirement date or a date no later than December 1st of the year in which a member reaches the age limit provided for by applicable legislation. Spousal or children's benefits shall be payable as of the 1 day of the month following the death of the member, pensioner or spouse.

27.2 Retirement benefits shall be paid by cheque on a monthly basis at the end of each month. Benefits shall be payable up to but not including the 1 day of the month following the death of a pensioner or member who receives it and the balance, if any, of the last month benefit shall be paid to his estate.

27.3 The spouse's survivor benefit shall be paid in the same manner as provided for in 27.2. This benefit shall be payable up to but not including the 1st day of the month following the death of the spouse and the balance, if any, of the last monthly benefit shall be paid to his estate.

27.4 If, pursuant to Section 6, survivor benefits are payable to a member's children, the amount of these benefits shall be split equally among all the children and shall be paid in the manner provided for in 27.2. These benefits shall accrue until the 1st day of the month following the date on which the last child ceases to be entitled thereto. In the event of the death of a child, the balance of the last monthly benefit to which he was entitled shall be paid to his estate.

27.5 Upon his retirement but no later than December 1st of the year in which he reaches the age limit provided for by applicable legislation, a member shall be entitled to the retirement benefit provided for by the plan, but not to a refund of contributions or to a refund or transfer of the present value of his retirement benefit.

27.6 notwithstanding the provisions of 27.2, Hydro-Québec reserves the right to change the method of payment.

27.7 notwithstanding the provisions of 27.5, if the present value of the benefits excluding the present value of the benefits provided for in 4.5 of By-law no. 534 or in 4.4 of By-law no. 582, of By-law no. 653, of By-law no. 676 or of the plan, determined as at the retirement or termination date, is less than 4 % of the year's maximum pensionable earnings, the present value of such benefits and the present value of the benefits provided for in 4.5 of By-law no. 534 or in 4.4 of By-law no. 582, of By-law no. 653, of By-law no. 676 or of the plan shall be reimbursed, before they become payable, in a lump sum by cheque to the former member or pensioner.

27.8 When contributions or, where applicable, the present value of a benefit pursuant to 27.7 are refunded under the plan, the member or, where applicable, the member's spouse, may authorize the employer, in writing, to transfer all or part of the amount payable to him by the pension fund to another registered plan.

27.9 At any time during which the plan is not 100 % solvent, the present value of any benefits to which a member or beneficiary is entitled under the plan will be paid out in a lump sum only in proportion to the degree to which the plan is solvent.

This Section will not affect the periodic payments of a retirement or survivor benefit which has become payable.

27.10 The present value of any benefit which cannot be paid out under the terms of 27.9 shall be funded and will be paid pursuant to the provisions of the Supplemental Pension Plans Act.

27.11 Unless there are provisions to the contrary in any applicable act, the following shall be non-assignable and exempt from seizure:

(a) any employee or employer contributions paid or payable to the Hydro-Québec Pension Fund, plus interest;

(b) any benefits paid or amounts refunded or transferred under the plan;

(c) any amount allocated to the spouse of a member, a former member or a pensioner as a result of the partition or transfer of entitlements according to the provisions of Section 8, plus interest.

In addition, the benefits of a member, a former member, a pensioner or a beneficiary shall not be transferred, mortgaged, anticipated or offered in guarantee or waived.

27.12 Before the member or beneficiary is entitled to any benefits under this plan, proof of age and any other information or documents as the committee deems necessary must be provided.

27.13 All payments under this plan shall be made in Canadian dollars.

27.14 Notwithstanding any provisions to the contrary, a member, a former member or a spouse who is entitled to a pension may elect to replace such pension in whole or in part, before commencement, by a lump sum payment, but only to such extent as allowed under applicable legislation. The residual rights resulting from the payment of such benefit are established pursuant to applicable legislation.

SECTION 28 TRANSFER AGREEMENT

Hydro-Québec may draw up an agreement with any Government, corporation, company or legal entity who has a pension plan, to facilitate the mutual transfer of their employees and to establish the conditions and terms of transfer for purposes of retirement.

A member who, following termination of his employment, exercises the provisions of this Section, shall not be entitled to any termination benefits. If any payment of benefits has been authorized, it shall be cancelled. If the member has received a refund of contributions made prior to January 1, 1966, he shall repay the reimbursed amount plus interest for the period which has elapsed since the date the refund was made and the date on which the option is exercised pursuant to this Section.

A pensioner or member, who on termination of his employment had contributions or the present value of his deferred retirement benefit reimbursed pursuant to the provisions of 7.9, may not avail himself of the provisions of this Section.

SECTION 29 PLAN MEMBERSHIP AGREEMENT

29.1 The plan shall also apply to companies of which Hydro-Québec holds at least 90 % of the shares and with which it has drawn up a plan membership agreement, effective as of the date on which the agreement was reached between Hydro-Québec and the said company.

29.2 The plan membership agreement may make provisions for the transfer of the funds accumulated under pension plans of subsidiaries to the Hydro-Québec Pension Fund and for any payments from the Hydro-Québec Pension Fund of benefits already granted under such plans.

SECTION 30 ACQUIRED BENEFITS

This By-law does not in any way affect the rights and benefits of those receiving a retirement benefit or spousal or children's benefit as at July 1, 1999, nor of former members for whom entitlement to a deferred retirement benefit was vested as a result of their termination of employment prior to this date.

SECTION 31 SPECIAL PROVISIONS

31.1 The plan provisions in respect of members who were employed by a subsidiary shall apply to any person who becomes a member as a result of the acquisition by Hydro-Québec of any facility used for the production or distribution of electricity, based on the provisions of the plan.

31.2 Any pension plan in which a member as referred to in 31.1 participated while employed for a company or organization whose facility for the production or distribution for electricity were acquired in whole or in part by Hydro-Québec, shall be deemed a supplemental plan for the purposes of the plan.

31.3 If the member referred to in 31.1 is entitled to a deferred retirement benefit under an individual pension agreement issued after the wind-up or partial wind-up of the supplemental plan, in which the member participated, the said deferred retirement benefit shall be deemed a retirement benefit under a supplemental plan.

31.4 (a) If a member referred to in 31.1 receives a refund of contributions prior to his retirement from a supplemental plan in which he participated, the applicable years of credited service are not to be considered until such time as the member has accumulated 10 years of contributory service.

The retirement benefit guarantee formula shall not apply during the number of years calculated by dividing A by B below:

A total amount of the refund of contributions

B annual amount of supplement resulting from the retirement benefit guarantee

If the member dies before the number of years calculated by dividing A by B above has expired, the retirement benefit guarantee formula shall not apply to the spouse or children until that period has elapsed.

(b) Where the member referred to in 31.1 has received an amount representing the present value of a portion of the deferred retirement benefit, the retirement benefit guarantee formula shall not apply during the number of years calculated by dividing A by B below:

A the present value of said portion of the deferred retirement benefit

B the annual amount of supplement derived from the retirement benefit guarantee formula

If the member dies before the number of years calculated by dividing A by B above has expired, the guaranteed retirement benefit shall not apply to the spouse or children until such period has elapsed.

However, the member shall be credited with the total number of years of certified service.

Where the member receives the present value of the total deferred retirement benefit, Section 31.3 shall apply.

31.5 In applying the retirement benefit guarantee formula to a member referred to in 31.1, January 1, 1966 as it appears in Section 18 shall be replaced by the date on which the member was placed on the Hydro-Québec payroll.

SECTION 32 EFFECTIVE DATE

32.1 This By-law shall come into force on July 1, 1999. However, provisions 3.4A are effective May 10, 1999 for a member who is a member concerned at such date.

32.2 This By-law shall replace Hydro-Québec By-law no. 676.

2941

Gouvernement du Québec

O.C. 825-99, 7 July 1999

An Act respecting family benefits
(1997, c. 57)

Family benefits — Amendments

Regulation to amend the Regulation respecting family benefits

WHEREAS under subparagraph 1 of the first paragraph of section 8 of the Act respecting family benefits (1997, c. 57), the Government may, by regulation, set the amount of the allowance on the basis of the conjugal status of the person entitled to the allowance, the person's income and the income of the person's spouse and the rank or number of dependent children, among other criteria;

WHEREAS in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), a draft Regulation to amend the Regulation respecting family benefits was published on 12 May 1999 in Part 2 of the *Gazette officielle du Québec*, with a notice that the regulation could be made by the Government on expiry of a period of 45 days following that publication;

WHEREAS the 45-day period has expired;

WHEREAS it is expedient to make the Regulation without amendment;

IT IS ORDERED, therefore, upon the recommendation of the Minister of Child and Family Welfare and the Minister for Child and Family Welfare:

THAT the Regulation to amend the Regulation respecting family benefits, attached to this Order in Council, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Regulation to amend the Regulation respecting family benefits*

An Act respecting family benefits
(1997, c. 57, s. 8, 1st para., subpara. 1)

1. Section 9 of the Regulation respecting family benefits is replaced with the following section:

“9. If the income referred to in section 7 is less than or equal to \$50 000, the monthly amount of the family allowance is obtained by applying the formula $1/12(A - B)$.

In the formula provided for in the first paragraph:

(1) “A” represents:

(a) in the case where the person is the sole provider for a child, the sum of the following allowance amounts: \$2 095 for the first child and \$795 for the second and subsequent children;

(b) in the case where the person has a spouse, the product of multiplying \$795 by the number of children;

(2) “B” represents:

(a) in the case of a person who is the sole provider for a child, 35 % of the income exceeding 15 332 \$, up to 20 921 \$, plus 25 % of the income exceeding 20 921 \$;

(b) in the case of a person who has a spouse, 25 % of the income exceeding 21 825 \$.

The foregoing notwithstanding, the monthly amount of the allowance may not be less than 1/12 of the sum of the following amounts: \$131 for the first child, \$174 for the second child and \$975 for the third and subsequent children.”

2. Section 10 of the Regulation is amended by replacing, in subparagraph 1 of the first paragraph, the amount “\$398” with the amount “\$975”.

3. Section 11 of the Regulation is abrogated.

4. This regulation comes into force on 1 August 1999.

2955

* The last amendment to the Regulation respecting family benefits, approved by Order in Council 1018-97, dated 13 August 1997 (1997, G.O. 2, 4363), was made by the regulation approved by Order in Council 512-99, dated 5 May 1999 (1999, G.O. 2, 1275). For the preceding amendments, see *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 March 1999.

M.O., 1999

**Order of the Minister of Finance
dated 23 June 1999**

An Act respecting the distribution of financial products and services
(1998, c. 37, s. 569)

CONSIDERING the amount of the first annual dues that firms, independent representatives and independent partnerships must pay to the “Bureau des services financiers” for the account of the “Chambre de l’assurance de dommages” and the “Chambre de la sécurité financière”

WHEREAS section 569 of the Act respecting the distribution of financial products and services (1998, c. 37) provides that the Minister shall determine the amount of the first dues that firms, independent representatives and independent partnerships shall pay to the “Bureau des services financiers” for the account of a Chamber;

WHEREAS it is expedient to set the amount of the first annual dues that firms, independent representatives and independent partnerships shall pay to the “Bureau des services financiers” at \$135 per contributor for the account of the “Chambre de la sécurité financière” and at \$240 per contributor for the account of the “Chambre de l’assurance de dommages”;

WHEREAS sections 12 and 18 of the Regulations Act (R.S.Q., c. R-18.1) provide that a draft regulation may be enacted without prior publication and that such regulation may come into force within 15 days of its publication in the *Gazette officielle du Québec* when deemed necessary by the enacting authority due to the urgency of the situation;

WHEREAS the Minister is of the opinion that the urgency of the situation justifies such coming into force due to the following circumstances:

— Under Order in Council 693-99 dated 16 June 1999, the Government prescribed the coming into force of certain provisions of the Act respecting the distribution of financial products and services to begin issuing certificates and registrations to firms, independent representatives or independent partnerships and it is necessary that the dues be determined at that time.

THEREFORE, the Minister of State for the Economy and Finance and Minister of Finance orders:

THAT the amount of the first annual dues that firms, independent representatives and independent partnerships shall pay to the “Bureau des services financiers”

shall be set at \$135 per contributor for the account of the “Chambre de la sécurité financière” and at \$240 per contributor for the account of the “Chambre de l’assurance de dommages”;

THAT this Order shall come into force on 19 July 1999.

Québec, 23 June 1999

BERNARD LANDRY,
*Minister of State for the Economy and Finance
and Minister of Finance*

2959

M.O., 1999

**Order of the Minister of Finance
dated 23 June 1999**

An Act respecting the distribution of financial products and services
(1998, c. 37, s. 571)

CONSIDERING the amount of the first annual dues that firms, independent representatives and independent partnerships must pay to the “Bureau des services financiers” for the account of the “Fonds d’indemnisation des services financiers”

WHEREAS section 571 of the Act respecting the distribution of financial products and services (1998, c. 37) provides that the Minister shall determine the amount of the first dues that firms, independent representatives and independent partnerships shall pay to the “Bureau des services financiers” for the account of the “Fonds d’indemnisation des services financiers”;

WHEREAS it is expedient to set the amount of the first annual dues that firms, independent representatives and independent partnerships shall pay at \$33 per representative for each sector in which the representative is authorized to pursue activities, except the damage insurance and claims adjustment sectors for which it expedient to set the amount of the first annual dues at \$53 and to provide for a 25 % discount on contributions by representatives operating in two sectors and a 40 % discount on contributions by representatives operating in three sectors or more;

WHEREAS sections 12 and 18 of the Regulations Act (R.S.Q., c. R-18.1) provide that a draft regulation may be enacted without prior publication and that such regulation may come into force within 15 days of its publication in the *Gazette officielle du Québec* when deemed

necessary by the enacting authority due to the urgency of the situation;

WHEREAS the Minister is of the opinion that the urgency of the situation justifies such coming into force due to the following circumstances:

— Under Order in Council 693-99 dated 16 June 1999, the Government prescribed the coming into force of certain provisions of the Act respecting the distribution of financial products and services to begin issuing certificates and registrations to firms, independent representatives or independent partnerships and it is necessary that the dues be determined at that time;

THEREFORE, the Minister of State for the Economy and Finance and Minister of Finance orders:

THAT the amount of the first annual dues that firms, independent representatives and independent partnerships shall pay to the “Bureau des services financiers” for the account of the “Fonds d’indemnisation des services financiers” shall be set at \$33 per representative for each sector in which the representative is authorized to pursue activities, except the damage insurance and claims adjustment sectors for which it expedient to set the amount of the first annual dues at \$53 and to provide for a 25 % discount on contributions by representatives operating in two sectors and a 40 % discount on contributions by representatives operating in three sectors or more;

THAT this Order shall come into force on 19 July 1999.

Québec, 23 June 1999

BERNARD LANDRY,
*Minister of State for the Economy and Finance
and Minister of Finance*

2960

Order varying the Québec Fishery Regulations, 1990 SOR/90-214 dated March 29, 1990

Pursuant to subsection 4(1) of the Québec Fishery Regulations, 1990, SOR/90-214 dated March 29, 1990, the Assistant Deputy Minister of the Wildlife and Natural Resources Branch of the Ministry may, by order, vary an area’s close time, fishing quota or limit on the size or weight of fish established by the Regulations, so that the variation applies to that area or a portion thereof;

Pursuant to paragraph 4(3)(f) of the Regulations, the Assistant Deputy Minister may notify interested parties by publishing a notice in the *Gazette officielle du Québec*;

Consequently, I hereby makes the annexed order varying some close times, some fishing quotas and some limits on the size or weight of fish indicated in the Regulations, which order is effective from June 29, 1999 to March 31, 2002 and I notify interested parties by publishing it in the *Gazette officielle du Québec*.

GEORGE ARSENAULT,
*The Assistant Deputy Minister of the
Wildlife and Natural Resources Branch*

Order varying the Québec Fishery regulations, 1990

1. Section 38.1 of the Québec Fishery Regulations, 1990 is replaced by the following:

38.1 Section 38 does not apply to prohibit the possession of the equivalent in fillets of a pickerel:

(a) measuring 30 cm or more in length taken from the waters set out in subparagraph 40(d)(ii), if the 2 fillets have 20 cm or more in length with the skin adhering completely to the flesh;

(b) measuring 35 cm or more in length taken from the waters set out in subparagraph 40(d)(iii), if the 2 fillets have 23 cm or more in length with the skin adhering completely to the flesh.

2. Subparagraph 40(d)(ii) of the Regulations is replaced by the following:

ii. measuring less than 30 cm in length taken from De La Vérendrye Wildlife Sanctuary or the waters in Area 13 or 16, excluding the following waters:

(A) Abitibi Lake located in Area 13 (48°40' N., 79°31' W.),

(B) La Garde Lake located in the Restigo Z.E.C. (46°45' N., 78°14'22" W.),

(C) the waters of Area 13 located in outfitting operation territories for fishing granted under item 86 of An Act respecting the conservation and development of wildlife (R.S.Q., c. C-61.1), except the waters located in the outfitting operation Camachigama describe in Schedule 178 made by Order in Council 573-87, 87, R.S.Q., c. C-61.1,

(D) the waters of Area 16 located in the Mistaouac outfitting operation describe in Schedule 112 made by Order in Council 573-87, R.S.Q., c. C-61.1,

(E) the waters of lakes unnamed: (48°59'57"N., 75°00'33"W.), (49°09'00"N., 76°08'50"W.), (49°09'04"N., 76°22'41"W.), (49°09'11"N., 76°32'54"W.), (49°09'14"N., 76°35'15"W.), (49°09'18"N., 75°42'44"W.), (49°12'31"N., 74°56'31"W.), (49°12'35"N., 74°53'47"W.), à l'Eau Rouge, Fauvel, Feuquières, Hébert, Mista Atikamekwranan, Nelson, Némégousse, Podeur, Robert, Valreville (Chambalon Township) and Ventadour located in Area 16,

(F) the waters referred to in subparagraph (iii); or

iii. measuring less than 35 cm in length taken from the following waters:

3. Part III of Schedule XIII to the Regulations is amended by inserting, in numerical order within the part, the following items:

Item	Column I Name and Position	Column II Territory	Column III Species	Column IV Close Time
20.1	Castagnier Lake (48°44'N., 77°46'W.)		All species	April 1 to May 31
20.2	Castagnier River (48°42'N., 77°46'W.) From its mouth until 200 m upstream		All species	April 1 to May 31
29.1	Gascon Brook (48°43'N., 77°42'W.) From its mouth until 200 m upstream		All species	April 1 to May 31

4. Column IV of Item 23 of Part II of Schedule XV to the Regulations is replaced by the following:

Item	Column IV Close Time
23.	(a) From the Tues. after the first Monday in Sept. to the Thurs. before the second Friday in May (b) From the Tues. after the first Monday in Sept. to the Thurs. before the second Friday in May (c) From the Tues. after the first Monday in Sept. to the Thurs. before the second Friday in May (d) From the Tues. after the first Monday in Sept. to the Thurs. before the second Friday in May (e) From the Tues. after the first Monday in Sept. to the Thurs. before the second Friday in May

(A) Jean-Péré Lake located in De La Vérendrye Wildlife Sanctuary (47°04' N., 76°38' W.),

(B) Ogascanane Lake (47°05' N., 78°25' W.) located in the Kipawa Z.E.C.,

(C) Kikwissi Lake (46°58' N., 78°33' W.) located in the Kipawa Z.E.C.,

(D) the waters of Dumoine Z.E.C.,

(E) the waters of Maganasipi Z.E.C.,

(F) the waters of Restigo Z.E.C., excluding La Garde Lake (46°45' N., 78°14'22" W.); or

5. Columns I to III of Item 3 of Part I of Schedule XVI to the regulations are replaced by the following:

Item	Column I Species	Column II Fishing Quota	Column III Close Time
3.	Pickerel (a) Area 16, excluding the waters referred to in paragraph (b) (b) lakes: unnamed (48°59'57"N., 75°00'33"W.), Mista Atikamekwranan (48°59'57"N., 75°28'10"W.), Nelson (48°59'07"N., 74°27'17"W.) and Ventadour (49°01'21"N., 74°23'56"W.)	(a) 8 in all (b) 10 in all	(a) April 16 to May 31 (b) April 16 to the Thurs. before the third Friday in May

6. Column IV of Items 0.8 and 0.12 of Part III of Schedule XVI to the Regulations is replaced by the following:

Item	Column IV Close Time
0.8	April 16 to June 6
0.12	April 16 to June 6

7. Column IV of Item 5.1 of Part III of Schedule XVII to the Regulations is replaced by the following:

Item	Column IV Close Time
5.1	Same as for Dumas Lake according to Item 7.1 of Part III of Schedule XXII

8. Column I of Item 5.2 of Part III of Schedule XVII to the Regulations is replaced by the following:

Item	Column I Name and Position
5.2	Germain Brook That part between a point situated in Édith Lake (49°26'21"N., 75°29'28"W.) and its mouth in the lake Germain (49°26'52"N., 75°29'00"W.)

9. Column IV of Item 9.1 of Part III of Schedule XVII to the Regulations is replaced by the following:

Item	Column IV Close Time
9.1	Same as for Waposite Lake according to Item 35.2 of Part III of Schedule XXII

10. Column IV of Item 2 of Part II of Schedule XVIII to the Regulations is replaced by the following:

Item	Column IV Close Time
2.	(a) From the Tues. after the first Monday in Sept. to the Thurs. after the Monday preceding May 25 (b) From the Tues. after the first Monday in Sept. to the Thurs. after the Monday preceding May 25 (c) From the Tues. after the first Monday in Sept. to the Thurs. after the Monday preceding May 25 (d) From the Tues. after the first Monday in Sept. to the Thurs. after the Monday preceding May 25 (e) From the Tues. after the first Monday in Sept. to the Thurs. after the Monday preceding May 25 (f) From the Tues. after the first Monday in Sept. to the Thurs. after the Monday preceding May 25

11. Columns II to IV of Item 13 of Part II of Schedule XVIII to the Regulations are replaced by the following:

Item	Column II Species	Column III Fishing Quota	Column IV Close Time
13.	(a) Char	(a) 15 in all	(a) From the second Monday in Sept. to the Thurs. before the third Friday in May
	(b) Other Species	(b) Same as Part I, Area 18	(b) From the second Monday in Sept. to the Thurs. before the third Friday in May

12. Columns II to V of Item 2 of Part IV of Schedule XVIII to the Regulations are replaced by the following:

Item	Column II Species	Column III Fishing Quota	Column IV Authorized Gear	Column V Close Time
2.	All species	n/a	All types of angling	April 1 to March 31

13. Column III of subparagraph 8(10)(b) of Part IV of Schedule XVIII to the Regulations is replaced by the following:

Item	Column III Fishing Quota
8. (10)	(b) Same as Part II, De Forestville Z.E.C.

14. Column IV of Item 3.1 of Part III of Schedule XXII to the Regulations is replaced by the following:

Item	Column IV Close Time
3.1	Same as for De la Noue Lake according to Item 5.1 of Part III of Schedule XXII

15. Part III of Schedule XXII to the Regulations is amended by inserting, in numerical order within the part, the following Items:

Item	Column I Name and position	Column II Territory	Column III Species	Column IV Close Time
7.1	Dumas Lake (50°10'N., 75°07'W.)		All Species	Aug. 1 to the Thurs. before the third Friday in June
35.2	Waposite Lake (50°15'N., 75°15'W.)		All Species	Aug. 1 to the Thurs. before the third Friday in June

16. Column I of Item 31 of Part III of Schedule XXIII to the Regulations is replaced by the following:

Item	Column I Name and position
31.	Quajituq, Lac (61°36'N., 72°28'W.) Terres II Kangirsujjuaq

17. Columns III and IV of Item 40 of Part III of Schedule XXIII to the Regulations are replaced by the following:

Item	Column III Species	Column IV Close Time
40.	(a) Pike, char, lake trout (b) Ouananiche (c) Other Species	(a) May 1 to May 31 and from Sept. 8 to November 30 (b) Sept. 8 to May 31 (c) April 1 to March 31

18. Column II of paragraph 1(b) of Schedule XXIX to the Regulations is replaced by the following:

Item	Column II Waters
1.	(b) the following waters of Area 2: Ouelle River: that part between the downstream side of the Highway 20 bridge and the downstream side of the Highway 132 bridge.

Draft Regulations

Draft Regulation

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

Casket industry — Amendment

Notice is hereby given that the Minister of State for Labour and Employment and Minister of Labour has received an application to amend the Decree respecting the casket industry (R.R.Q., 1981, c. D-2, r. 8) from the contracting parties and that, in accordance with section 5 of the Act respecting collective agreement decrees (R.S.Q., c. D-2) and sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), the Decree to amend the Decree respecting the casket industry, the text of which appears below, may be made by the Government upon the expiry of 45 days following this publication.

The purpose of this draft regulation is to extend the duration of the Decree until 23 December 2000.

This draft regulation will be the object of an economic impact study within the framework of amendments brought to the Act respecting collective agreement decrees (1996, c. 71).

The consultation period shall serve to clarify the impact of the amendments proposed. According to the annual 1998 report of the Comité paritaire de l'industrie du cercueil, this Decree covers 17 employers and 678 employees.

Further information may be obtained by contacting Mrs. Michèle Poitras, Direction des décrets, Ministère du Travail, 200, chemin Sainte-Foy, 6^e étage, Québec (Québec) G1R 5S1 (Telephone: 418 646-2631; FAX: 418 528-0559; e-mail: michele.poitras@travail.gouv.qc.ca).

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

NORMAND GAUTHIER,
Deputy minister of Labour

Decree to amend the Decree respecting the casket industry*

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

1. Section 10.01 of the Decree respecting the casket industry is replaced by the following:

“10.01. This Decree remains in force until 23 December 2000.

2. This Decree comes into force on the day of its publication in the *Gazette officielle du Québec*.

2958

Draft Regulation

Health Insurance Act
(R.S.Q., c. A-29)

Devices which compensate for a physical deficiency — Amendments

Notice is hereby given, in accordance with section 12 of the Regulations Act (R.S.Q., c. R-18.1), that the draft Regulation whose text appears below may be made by the Government upon the expiry of 10 days following this publication.

The purpose of the draft Regulation is to amend certain provisions of the Regulation respecting devices which compensate for a physical deficiency and are insured under the Health Insurance Act so as to determine the amounts to be paid by the Régie de l'assurance maladie du Québec for the supply, as of 1 August 1999, of batteries for power wheel chairs.

To that end, it proposes to amend the part of Subdivision 5 of Division I of Part I of Chapter V of Title Two where those batteries are listed.

Under section 13 of the Regulations Act, the reason justifying a shorter publication period shall be published with the proposed regulation.

* The last amendment to the Decree respecting the casket industry (R.R.Q., 1981, c. D-2, r.8) was made by the regulation made under Order in Council n° 801-98 dated 10 June 1998 (1998, *G.O.* 2, 3191). For previous amendments, refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 March 1999.

The Government is of the opinion that the urgency due to the following circumstances justifies a shorter publication period:

— in March 1999, the Régie de l'assurance maladie du Québec issued a call for tenders for power wheel chair batteries. No tender met the minimum requirements of the technical specifications of the tender document published by the Board. It is thus expedient to determine by regulation the amounts to be paid by the Board for those products before 1 August 1999, because the part of the Regulation concerning batteries will become inapplicable on that date, which could be prejudicial to persons with a physical deficiency or to suppliers;

— therefore, the prior publication period for the draft Regulation must be of 10 days so that the amendment be made and come into force on 1 August 1999.

Further information on the draft Regulation may be obtained by contacting Mr. Jean-L. Lefebvre during the 10-day period, at the Régie de l'assurance maladie du Québec, 1125, chemin Saint-Louis, 8^e étage, Sillery (Québec) G1S 1E7; tel.: (418) 682-5172, fax: 643-7312.

Any interested person having comments to make on the matter is asked to send them in writing, before the expiry of the 10-day period, to the Minister of State for Health and Social Services and Minister of Health and Social Services, 1075, chemin Sainte-Foy, 15^e étage, Québec (Québec) G1S 2M1.

PAULINE MAROIS,
*Minister of State for Health and Social Services
and Minister of Health and Social Services*

Regulation to amend the Regulation respecting devices which compensate for a physical deficiency and are insured under the Health Insurance Act(*)

Health Insurance Act
(R.S.Q., c. A-29, ss. 3, 5th par., and 69, 1st par., subpar. h)

1. The Regulation respecting devices which compensate for a physical deficiency and are insured under the

* The Regulation respecting devices which compensate for a physical deficiency and are insured under the Health Insurance Act, made by Order in Council 612-94 dated 27 April 1994 (1994, G.O. 2, 1589) (Erratum 3317), was last amended by the Regulation made by Order in Council 574-99 dated 19 May 1999 (1999, G.O. 2, 1394). For previous amendments, refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 March 1999.

Health Insurance Act is amended in Subdivision 5 of Division I of Part I of Chapter V of Title Two, by substituting the list in Schedule I to this Regulation for the list of batteries for power wheel chairs.

2. This Regulation comes into force on 1 August 1999.

SCHEDULE I

BATTERIES FOR POWER WHEEL CHAIRS

LEAD TRACTION BATTERIES (LIQUID-TYPE DEEP-CYCLE, RATED VOLTAGE 12 VOLTS)

Price including delivery and return after use

Group 22:

Model: 22NF-DC \$56.16

Model: 22F-DC \$60.24

Group 24:

Model: 24-DC \$50.93

Group U1:

Model: U1-DC \$44.67

2957

Notice

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

Classification of employers, statement of wages and rates of assessment — Amendments

Notice is hereby given, pursuant to sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that at the expiry of a period of forty-five (45) days from the date of this publication, the "Regulation amending the Regulation respecting the classification of employers, statement of wages and the rates of assessment" will be adopted by the Commission de la santé et de la sécurité du travail, with or without amendment.

This Regulation determines the units of classification of 2000 as well as the rates of assessment applicable to them.

Any person interested in making comments on this subject is asked to submit them in writing, before the expiry of this time period, to Mr. Roland Longchamps, Vice-President of 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 amending the Regulation respecting the classification of employers, the statement of wages and the rates of assessment*

An Act respecting industrial accidents and occupational diseases (R.S.Q., c. A-3.001, s. 454, 1st par., subpars. 4.3, 5, 5.1 and 6; 1996, c. 70)

1. The Regulation concerning the classification of employers, the statement of wages and the rates of assessment is amended by replacing schedules 1 to 3 by the following which shall apply for the 2000 year of assessment:

“SCHEDULE 1

CLASSIFICATION UNITS AND RATES OF ASSESSMENT FOR THE YEAR 2000

Specific classification rule

1. The Commission does not take into account the condition stated in paragraph 3 of section 6 for purposes of classifying an employer under more than one of the 80030 to 80270 units.

2. An employer who meets the conditions set out in section 2 of chapter 3 allowing him to be classified in units 90020 and 80020 shall be classified in this latter unit.

3. An employer who cannot be classified in the exceptional units 90020 and 80020 because less than 45 % of the insurable wages of his workers are reported with respect to units giving entitlement to these units but for whom over 45 % of the insurable wages of his workers are reported with respect to units giving entitlement to either one of these exceptional units shall be classified in unit 90020 if workers perform activities referred to in that unit.

For the purposes of calculating the proportion stipulated in the first paragraph, it is necessary to exclude the insurable wages of an auxiliary worker.

Specific rule for stating wages

The second paragraph of section 14 does not apply to an employer for purposes of stating insurable wages earned during the preceding calendar year by a worker who, without being an auxiliary worker, participates in several activities referred to by more than one of the 80030 to 80270 units.

* The Regulation respecting the classification of employers, the statement of wages and the rates of assessment adopted by the Commission de la santé et de la sécurité du travail by its resolution A-73-97 of October 16, 1997 (1997, G.O. 2, 5330) was amended by the Commission by its resolution A-88-98 of September 17, 1998 (1998, G.O. 2, 3955).

Classification Units and Assessment Rates for 2000 — Sector: Primary

Unit Number	Unit Title	General Rate	Special Rate
10010	Operating a dairy cattle herd; raising cattle, buffalo, horses, wild boar; horse boarding service	7.49	7.00
10020	Raising hog, sheep, goat, grain-fed and milk-fed heavy calves	6.47	6.02
10030	Raising, catching and caging poultry; raising fur-bearing animals; raising earthworms; raising rabbits; pisciculture; apiculture	5.92	5.48
10040	Field-crop farming; fruit or vegetable farming; ornamental plant cultivation; mushroom production; Christmas tree farming; maple syrup production; tobacco production; reforestation plant cultivation	5.86	5.43
11010	Inshore or offshore fishing; underwater diving services	8.44	7.93
13010	Surface iron ore mining with or without concentration; pelletization of iron ore	1.70	1.39
13020	Metal mining, except iron mines; treatment, concentrating or smelting metal ores, except iron ore	6.48	6.03
13030	Asbestos mining	3.06	2.72
13040	Peat extraction or manufacturing peat-based products; mining or crushing quartz or other industrial siliciferous ores; underground mining of non-metal ores, not specified in other units	4.05	3.67
13050	Operating a cut-stone quarry; operating a crushed stone quarry with blasting and drilling; mine prospecting with blasting or with crawler tractors	7.00	6.54
13060	Operating a crushed stone quarry without blasting or drilling; rock or gravel crushing with movable crushers; operating a gravel pit with or without crushing; operating a sandpit	9.82	9.26
13070	Drilling ore for the removal of cores for mine prospecting; drilling oil or natural gas wells; other technical work incidental to drilling oil or natural gas wells	10.00	9.44
13090	Mine prospecting not specified in other units; line cutting; geophysical surveys; geological work	5.18	4.77
13100	Contract operation of a mine; digging ramps and crossing banks; other contract work relating to operation of mines	15.12	14.40
14010	Forestry operations	12.40	11.77

This unit refers to:

- harvesting wood material, including in particular, felling, hauling and yarding, by manual or mechanized processes;
- processing in the forest including stripping, topping and cutting; making wood chips in the forest;
- loading of wood in the forest;
- thinning with collection of trees for commercial purposes.

Classification Units and Assessment Rates for 2000 — Sector: Primary

Unit Number	Unit Title	General Rate	Special Rate
	<p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> • forestry road work; • construction of a logging camp; • measuring wood; • marking trees in the forest; • forest surveys. <p>This unit does not refer to the following activities when carried out by the workers of an employer recognized by the Minister of Natural Resources pursuant to section 124.02 of the Forest Act (R.S.Q., c. F-4.1):</p> <ul style="list-style-type: none"> • measuring wood; • marking trees in the forest; • forest surveys. <p>An employer classified under this unit can also be classified under the exceptional units 34410, 34420, 90010 and 90020</p>		
14020	<p>Forestry development</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> • preparatory work in forest areas such as scarification, burning, stripping, cutting, wind-rowing, chipping, furrowing, harrowing, crushing and application of phytocides; • planting and seeding of trees in the forest; • mechanical or chemical clearing of a plantation in the forest; • thinning without collection of trees for commercial purposes; • development of a blueberry field; • control of vegetation in rights-of-way of energy transmission networks; • protection against forest fires by firefighters. <p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit, except to the extent that they are carried out by the workers of an employer recognized by the Minister of Natural Resources pursuant to section 124.02 of the Forest Act (R.S.Q., c. F-4.1):</p> <ul style="list-style-type: none"> • marking of trees in the forest; • forest surveys. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> • development of a blueberry field by the person who operates it; • harvesting wood material in the development of a blueberry field. <p>An employer classified under this unit can also be classified under the exceptional units 34410, 34420, 90010 and 90020.</p>	9.60	9.05

Classification Units and Assessment Rates for 2000 — Sector: Primary

Unit Number	Unit Title	General Rate	Special Rate
14030	Tree work	19.00	18.16
	This unit refers to: <ul style="list-style-type: none"> • control of vegetation in the rights-of-way of energy distribution networks or telecommunications networks; • trimming, topping or cutting of trees and shrubs; • felling of pre-determined trees outside the forest; • stumping; chipping outside the forest; • tree and shrub surgery; • bracing work. <p>This unit also refers to the following activities when done by workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> • fighting of diseases and insects affecting trees and shrubs; • fertilization and treatment of trees and shrubs; • planting and transplanting of trees and shrubs. <p>An employer classified under this unit can also be classified under the exceptional units 34410, 34420, 90010 and 90020.</p>		

Classification Units and Assessment Rates for 2000 — Sector: Manufacturing

Unit Number	Unit Title	General Rate	Special Rate
20010	Slaughtering livestock; preparing, processing, drysalting or canning meat; manufacturing mineral or animal oil or shortening	6.61	6.15
20020	Slaughtering poultry or rabbits; dressing, processing or canning poultry or rabbits	4.94	4.54
20030	Preparing or processing fish, including canning	6.57	6.12
20040	Processing, canning or freezing fruits or vegetables; preparing natural casings for delicatessen	5.20	4.79
20050	Operating a dairy work; water bottling, with or without distribution; manufacturing and delivering blocks of natural or artificial ice	2.64	2.31
20060	Flour mill	5.75	5.32
20070	Processing meat unfit for human consumption or abattoir waste	3.06	2.72
20080	Grain milling	3.67	3.31
20090	Manufacturing bakery, pastry or biscuit products, with or without distribution	4.42	4.03

Classification Units and Assessment Rates for 2000 — Sector: Manufacturing

Unit Number	Unit Title	General Rate	Special Rate
20100	Processing cane or beet sugar; manufacturing confectionery	2.66	2.32
20110	Roasting and blending coffee; packing tea; roasting almonds	2.76	2.42
20120	Manufacturing potato chips	2.58	2.25
20130	Manufacturing margarine, vegetable oil or shortening; manufacturing convenience foods; manufacturing yeast or condiments; grinding and preparing spices; manufacturing or processing food products, not specified in other units	4.52	4.13
20140	Manufacturing soft drinks, with or without distribution	3.04	2.69
20150	Distillery; manufacturing wine or cider	2.01	1.70
20160	Brewing beer, with or without distribution; manufacturing malt	2.13	1.81
20170	Manufacturing tobacco products	0.96	0.68
21010	Manufacturing tires or rubber treads for tires	1.98	1.67
21020	Manufacturing adhesive tape or damper mats and rug underlays; manufacturing clothing or industrial parts or cellular products made of rubber	4.09	3.71
21030	Manufacturing foamed or expanded plastic products; wholesaling foam rubber	3.65	3.28
21040	Manufacturing plastic pipes or pipe fittings	4.94	4.53
21050	Manufacturing plastic film and sheeting; manufacturing plastic bags	4.58	4.18
21060	Manufacturing stratified or reinforced plastic products, except boats; manufacturing plastic products, not specified in other units	4.26	3.88
22010	Leather tanning; custom-dressing furs; wholesaling raw hides or skins	4.60	4.21
22020	Manufacturing footwear; shoe repairing; manufacturing footwear parts except rubber parts	3.44	3.08
22040	Manufacturing handbags or purses; manufacturing leather or imitation-leather goods, not specified in other units; manufacturing luggage, other than in wood and in metal	3.11	2.76
22050	Manufacturing fibres or yarn from artificial or synthetic material; texturizing yarn	2.86	2.52
22060	Manufacturing thread or yarn, without weaving	3.04	2.70
22070	Weaving textiles other than carpets; recycling textile waste; preparing cotton-wool or flock	3.42	3.06

Classification Units and Assessment Rates for 2000 — Sector: Manufacturing

Unit Number	Unit Title	General Rate	Special Rate
22080	Manufacturing knitted fabrics	4.11	3.73
22090	Manufacturing carpets	3.35	2.99
22100	Manufacturing textile products, not specified in other units; manufacturing zippers or umbrellas	3.74	3.37
22110	Finishing textiles; steam shrinking of fabrics	2.94	2.60
22120	Manufacturing first-aid products	2.61	2.28
22140	Manufacturing clothing or clothing accessories, not specified in other units	3.09	2.74
22150	Knitting clothing or accessories, including assembling	3.13	2.78
22160	Manufacturing ladies undergarments and swimsuits	2.19	1.87
23050	Manufacturing in a shop custom woodwork to be attached to a structure; mass production of wooden cabinets	5.47	5.05
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:		
	<ul style="list-style-type: none"> • manufacture of solid wood panels; • manufacture of wooden objects by lathe work; • covering of cabinet doors. 		
	This unit does not refer to the installation of manufactured products.		
23060	Manufacturing wooden doors or windows	3.53	3.17
	This unit does not refer to the installation of manufactured products.		
23070	Manufacturing wooden roof trusses or laminated wood framework	6.13	5.69
	This unit does not refer to the installation of manufactured products.		
23090	Manufacturing wooden or metal coffins or frames; manufacturing pipe organs, pianos or other musical instruments	5.00	4.59
23120	Manufacturing miscellaneous wooden goods, not specified in other units	7.41	6.93
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:		
	<ul style="list-style-type: none"> • covering of mouldings. 		
	This unit does not refer to the installation of manufactured products.		

Classification Units and Assessment Rates for 2000 — Sector: Manufacturing

Unit Number	Unit Title	General Rate	Special Rate
24010	Manufacturing metal furniture or fixtures	5.55	5.13
24020	Manufacturing custom wooden furniture in a workshop; manufacturing wooden furniture for electronic equipment or wooden cases for musical instruments This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit: <ul style="list-style-type: none"> • manufacture of solid wood panels; • manufacture of wooden objects by lathe work; • covering of panels. 	8.95	8.42
24030	Mass assembling of wooden furniture or furniture frames, with or without upholstering; upholstering custom furniture in a workshop; repairing wooden or upholstered furniture; manufacturing upholstered mattresses or bed springs This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit: <ul style="list-style-type: none"> • covering of panels. 	4.63	4.23
24040	Mass production of wooden furniture or furniture frames, with or without upholstering This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit: <ul style="list-style-type: none"> • manufacture of solid wood panels; • manufacture of wooden objects by lathe work; • covering of panels. 	5.95	5.52
25410	Manufacturing prefabricated wooden houses, house panels or mobile homes An employer classified under this unit may also be classified under exceptional unit 90010.	7.02	6.55
26010	Printing; silkscreen printing	2.58	2.25
26020	Operating a bindery	5.69	5.26
26030	Metal typesetting (typography-linotyping); stereotyping; lithography; manufacturing plates for printing; developing and printing films	1.20	0.91
26040	Printing and publishing a daily; printing and publishing	0.99	0.70
27020	Manufacturing steel castings (steel foundry); lead or lead alloys rolling, casting or extruding	7.70	7.21

Classification Units and Assessment Rates for 2000 — Sector: Manufacturing

Unit Number	Unit Title	General Rate	Special Rate
27030	Manufacturing steel; processing steel by rolling and forging	3.10	2.75
27040	Manufacturing titanium slag and pig iron; manufacturing metal powder, steel pipe or tubing; manufacturing ferro-alloys	2.85	2.50
27050	Manufacturing iron castings (cast-iron foundry)	4.07	3.69
27060	Primary manufacturing of aluminium	1.42	1.12
27070	Electrolytic refining of copper or zinc and processing of their by-products	1.28	0.99
27080	Aluminium and aluminium alloys rolling	1.99	1.67
27090	Extruding aluminium, copper or their alloys	2.53	2.20
27110	Non-ferrous metal pressurized casting; non-ferrous metal casting; manufacturing aluminium or light alloy automobile parts	4.21	3.83
28010	Casting or overhauling high pressure boilers, tanks or heat exchangers	4.04	3.66
28020	Manufacturing metal structural components	5.30	4.88
	This unit does not refer to the installation of manufactured products.		
	An employer classified under this unit may also be classified under the exceptional units 80020 and 90010.		
28030	Manufacturing metal windows or doors; repairing industrial doors; manufacturing other ornamental and architectural metal products	5.89	5.46
	This unit also refers to the preparatory work for the installation of glass or glazing done in the workshop.		
	This unit does not refer to the installation of products referred to under unit 80150.		
28040	Manufacturing ornamental metal products; operating a welding shop; manufacturing motor vehicle springs, mufflers or exhaust pipes	7.25	6.77
	This unit does not refer to the installation of ornamental metal products.		
28050	Electrolytic or chemical plating; heat treating of metals	4.89	4.49
28060	Workshop painting, dyeing or coating metal products	6.03	5.59
28070	Manufacturing or repairing metal containers or their lids	2.86	2.52
28080	Manufacturing other products by metal stamping or matrixing	5.17	4.76

Classification Units and Assessment Rates for 2000 — Sector: Manufacturing

Unit Number	Unit Title	General Rate	Special Rate
	This unit also refers to the preparatory work for work referred to under unit 80180 carried out in the workshop other than on the work site, except if the employer is also classified under unit 80130 and if over 50 % of the insurable wages earned with respect to the activities referred to in these two units are referred to with respect to unit 80130. In this case, this preparatory work is referred to under unit 80130.		
	This unit does not refer to the installation of manufactured products when this installation is referred to under units 80130 or 80180.		
28090	Manufacturing metal wire or cable, metal rods, welding electrodes or other metal wire products; applying metal powder to metal parts	3.66	3.30
28100	Manufacturing industrial fasteners or metal springs	4.16	3.78
28110	Manufacturing basic hardware articles or small hand or garden tools; manufacturing industrial dies, moulds, cutting tools and punches	2.65	2.32
28120	Manufacturing heating equipment	3.18	2.83
28130	Machine shop piece work; rebuilding mechanical motors	4.07	3.70
28140	Manufacturing or assembling metal products, not specified in other units	4.20	3.82
	This unit does not refer to the installation of manufactured or assembled products.		
29010	Manufacturing agricultural equipment or implements	4.63	4.23
29020	Manufacturing commercial refrigeration equipment or air conditioning equipment	4.89	4.49
29030	Manufacturing conveyors	4.81	4.41
29040	Manufacturing and installing or repairing hydraulic or pneumatic pressure cylinders	4.04	3.66
29050	Manufacturing or repairing heavy machinery; manufacturing industrial equipment; constructing or repairing locomotives or freight cars	3.33	2.97
29070	Manufacturing sewing machines or small electrical appliances; manufacturing machinery and equipment, not specified in other units	2.95	2.61
29080	Manufacturing major electrical appliances; repairing electrical household appliances	1.55	1.25
29090	Manufacturing lighting fixtures	3.64	3.28
29110	Manufacturing electronic household equipment; assembling lighting fixtures	3.99	3.62

Classification Units and Assessment Rates for 2000 — Sector: Manufacturing

Unit Number	Unit Title	General Rate	Special Rate
29120	Manufacturing electronic parts or components; manufacturing electronic equipment, not specified in other units This unit does not refer to the installation of manufactured products.	0.89	0.61
29130	Manufacturing lightning rods, high voltage line circuit breakers or distribution transformers	2.62	2.29
29140	Manufacturing high power transformers; manufacturing or assembling batteries	3.75	3.38
29150	Manufacturing control panels or electrical or pneumatic measuring instruments	2.27	1.94
29160	Manufacturing or assembling electric motors or generators; repairing or rewinding electric motors	3.81	3.44
29170	Manufacturing electrical wire or cable; manufacturing electric light bulbs	1.69	1.39
29180	Manufacturing electrical distribution parts or graphite electrodes	2.86	2.52
30010	Repairing, reworking, finishing or reconditioning aircraft; machining or assembling aircraft parts manufacturing	1.57	1.27
30020	Constructing aircraft	1.08	0.79
30030	Manufacturing aircraft parts by microfusion with casting	4.36	3.97
30040	Constructing trucks	2.58	2.25
30050	Constructing automobiles	2.94	2.60
30060	Constructing buses or long-distance coaches	4.07	3.69
30070	Manufacturing or assembling truck boxes, with or without installation	6.77	6.31
30080	Manufacturing, with or without repairing, motor vehicle trailers; manufacturing house trailers or tent trailers; manufacturing and renting movable shelters; finishing van interiors	4.68	4.28
30110	Manufacturing or repairing motor vehicle or machine radiators	4.33	3.94
30130	Constructing or repairing railway passenger cars	2.14	1.82
30160	Constructing or modernizing ships over 250 tonnes	6.63	6.17
30170	Constructing or modernizing ships between 5 and 250 tonnes; minor repairs to ships over 5 tonnes	8.53	8.02
30180	Manufacturing or repairing craft of 5 tonnes or less	6.95	6.48

Classification Units and Assessment Rates for 2000 — Sector: Manufacturing

Unit Number	Unit Title	General Rate	Special Rate
30190	Manufacturing snowmobiles, motorcycles, snowplows or all-terrain vehicles	1.72	1.42
31010	Manufacturing clay products	4.49	4.10
31020	Manufacturing cement or lime; manufacturing silicon carbide or gypsum panels	1.98	1.67
31030	Manufacturing funeral monuments or other stone products	7.75	7.26
31040	Manufacturing asbestos-cement products; manufacturing friction parts; manufacturing asbestos wire, cloth, ceiling components or gaskets	4.08	3.70
31050	Manufacturing pipes, concrete masonry components and other concrete products similar to masonry components; manufacturing pre-cast concrete structural or architectural elements	5.15	4.74
	This unit does not refer to the installation of manufactured products.		
31070	Manufacturing ready-mix concrete; manufacturing asphalt	4.96	4.55
	This unit refers to:		
	<ul style="list-style-type: none"> • the operation of a stationary or mobile ready-mix concrete plant; • the operation of a stationary or mobile asphalt plant. 		
	This unit does not refer to cement, concrete or paving works.		
31080	Manufacturing glass or glass products	3.95	3.57
31090	Manufacturing refractory products; manufacturing or processing charcoal	4.23	3.85
31100	Manufacturing insulating material, not specified in other units	3.36	3.00
31110	Refining crude petroleum; manufacturing petroleum and coal products, not specified in other units	1.06	0.78
32010	Manufacturing industrial inorganic chemical products, not specified in other units	1.39	1.10
32020	Manufacturing industrial organic chemical products or other chemical products, not specified in other units	2.45	2.12
32030	Manufacturing plastics or synthetic resins	2.85	2.51
32040	Manufacturing pharmaceutical products or drugs	1.01	0.72
32050	Manufacturing paint, varnish, printing ink, adhesives or coatings	2.44	2.11
32060	Manufacturing soap or cleaning products	2.97	2.63
32070	Manufacturing toiletries	2.16	1.84

Classification Units and Assessment Rates for 2000 — Sector: Manufacturing

Unit Number	Unit Title	General Rate	Special Rate
32080	Manufacturing ammunition	1.37	1.07
32090	Manufacturing explosives	3.45	3.09
33010	Assembling watches or clocks; operating an optical laboratory; manufacturing gold, silver or plated jewellery or ware; manufacturing orthopedic devices; assembling cartridges or cassettes	1.56	1.26
33020	Manufacturing wooden or metal sporting goods or gymnasium equipment; assembling plastic or metal toys; manufacturing and repairing bicycles	5.07	4.66
33030	Manufacturing, installing or repairing commercial signs	5.96	5.53
33040	Assembling trophies or miscellaneous wooden, plastic, fiberglass or concrete products; manufacturing rubber pads, plaster goods, wax products, trophy parts or foundry models; stamping balloons; handicrafts	3.58	3.22
33050	Manufacturing buttons, snap fasteners, needles, emblems, medals, pencils or pens	1.91	1.60
33060	Manufacturing vinyl tiles and vinyl linoleum; manufacturing heat-insulating products for piping	1.66	1.36
	This unit does not refer to the installation of manufactured products.		
34010	Sawmill	7.31	6.83
	This unit refers to:		
	<ul style="list-style-type: none"> • the operation of a stationary or mobile sawmill. 		
	This unit also refers to:		
	<ul style="list-style-type: none"> • planing; making wood chips outside the forest; • the manufacturing of shingles, laths, veneer or plywood. 		
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:		
	<ul style="list-style-type: none"> • measuring wood; • drying wood; treating wood by the pulverization of paraffin or hot wax.		
	An employer classified under this unit can also be classified under the exceptional units 34410, 34420, 90010 and 90020.		

Classification Units and Assessment Rates for 2000 — Sector: Manufacturing

Unit Number	Unit Title	General Rate	Special Rate
34030	Manufacturing wooden pallets or containers used to handle or transport merchandise; manufacturing wooden fences This unit refers to: <ul style="list-style-type: none"> • the manufacture and assembly of wooden pallets, containers and fences; • the manufacture of the components of wooden pallets, containers and fences; • repairing and recycling wooden pallets and containers; • the manufacture of wooden reels. This unit does not refer to: <ul style="list-style-type: none"> • the manufacture of decorative wooden containers; • the installation of fences. An employer classified under this unit can also be classified under the exceptional units 34410, 34420, 90010 and 90020.	11.63	11.02
34050	Drying wood; treating wood This unit refers to: <ul style="list-style-type: none"> • drying wood; • treating wood, whether or not pressurized, using chemicals such as pentachlorophenol (PCP), creosote, chromium-copper-arsenic (CCA) or ammonium-copper-arsenic (ACA); • treating wood by an industrial process such as the application of paint, stain or varnish. An employer classified under this unit can also be classified under the exceptional units 34410, 34420, 90010 and 90020.	5.39	4.98
34060	Manufacturing solid wood panels This unit refers to: <ul style="list-style-type: none"> • the manufacture of solid wood panels. This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit: <ul style="list-style-type: none"> • drying wood. 	6.20	5.76
34200	Manufacturing of paper pulp; manufacturing of paper and paperboard; manufacturing of wood fibre boards This unit refers to: <ul style="list-style-type: none"> • the manufacture of paper pulp; • the manufacture of paper, paperboard, felt paper; • the manufacture of wood fibre insulation boards. 	2.12	1.80

Classification Units and Assessment Rates for 2000 — Sector: Manufacturing

Unit Number	Unit Title	General Rate	Special Rate
	<p>This unit also refers to:</p> <ul style="list-style-type: none"> • the manufacture of cores for paper rolls for its own purposes; • the production of electricity for its own purposes; • the manufacture of chemicals for its own purposes. <p>This unit also refers to the following activities when they are done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> • measuring wood; • unwinding and rewinding paper and paperboard. <p>An employer classified under this unit can also be classified under the exceptional units 34410, 34420, 90010 and 90020.</p>		
34210	<p>Transformation of paper and paperboard; treatment of paper and paperboard; manufacture of particle board; coating of boards</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> • the transformation of paper or paperboard into products such as toilet paper, paper towels, plates, facial tissues, diapers, napkins, sanitary napkins, cups, straws, tubes, cores, cigarette paper, medical paper, bags, sandpaper, laminated products, wrapping products or lids; • unwinding and rewinding of paper and paperboard products; • cutting of paper or paperboard into sheets; • making of corrugated paperboard; • transformation of corrugated paperboard into products such as stands, protective corners, separators or boxes; • transformation of laminate into all types of products; • treatment of paper or paperboard by the application of products such as melamine resin, paraffin, wax or silicone or by superimposing sheets of material such as plastic, aluminium, paper or paperboard; • transformation of felt paper into products such as asphalt saturated paper or asphalt shingles; • transformation of wood fibre panels into products such as insulating boards or acoustic or decorative tiles; • impregnating membranes with a coating; • manufacturing of particle boards, such as wood particle boards, waferboard or oriented strand board; • covering of boards with materials or products such as PVC, melamine, laminate or paint; • printing of panels. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> • the manufacture of wallpaper; • the manufacture of foldable non-corrugated cardboard boxes. <p>An employer classified under this unit can also be classified under the exceptional units 34410, 34420, 90010 and 90020.</p>	3.21	2.86

Classification Units and Assessment Rates for 2000 — Sector: Manufacturing

Unit Number	Unit Title	General Rate	Special Rate
34220	Manufacturing of office supplies made of paper or paperboard This unit refers to the manufacture of office supplies, made of paper or paperboard, such as notepads, writing blocks, forms, folders, order forms, index cards, labels, envelopes, continuous forms, exercise books, rolls of paper for cash registers, mobile sheet dividers, agendas or ring binder sheets. An employer classified under this unit can also be classified under the exceptional units 34410, 34420, 90010 and 90020.	3.18	2.83
Exceptional unit 34410	Bulk trucking activities This unit refers to an employer who uses the services of workers who carry out, as truckers, bulk trucking such as the transport of bark, chips, logs, gravel or other similar materials. This unit also refers to the loading of wood done by a trucker when he performs this task as part of his trucking activities.	7.33	6.86
Exceptional unit 34420	Trucking activities other than bulk trucking This unit refers to an employer who uses the services of workers who carry out, as truckers, trucking other than bulk trucking such as the transport of lumber or paper.	6.92	6.45

Classification Units and Assessment Rates for 2000 — Sector: Transportation and storage

Unit Number	Unit Title	General Rate	Special Rate
50010	Air transport; services incidental to air transport	2.92	2.57
50020	Transporting marine freight; towing or docking boats; railway transport	3.46	3.10
50030	Loading or unloading boats	5.77	5.34
51010	Transporting passengers by intercity bus, school bus service or special transportation by bus, transportation by tour bus or chartered bus, including vehicle repair or maintenance	3.22	2.87
51020	Transporting passengers by intercity bus; school bus service or special transportation by bus; transportation by tour bus or chartered bus, not including vehicle repair and maintenance	3.60	3.24
51030	Mass transit in urban areas, with or without vehicle repair; transporting passengers by taxi	1.99	1.68
52010	General local or long-distance transport; transporting or wholesaling fats or meats unfit for human consumption; transporting pelts	6.92	6.45
52020	Railway service; transporting motor vehicles; transporting by towing; transporting by float; non-standard transport	8.29	7.79

Classification Units and Assessment Rates for 2000 — Sector: Transportation and storage

Unit Number	Unit Title	General Rate	Special Rate
52030	Furniture moving; transporting electronic equipment	14.48	13.78
52040	Transporting freight in tank-trucks, not specified in other units; transporting explosives, corrosive, toxic or inflammable products; transporting petroleum products	5.03	4.63
52050	Bulk trucking; snow removal	7.33	6.86
53010	Storage service	4.96	4.56
53020	Wrapping or packing service with or without marketing	5.44	5.02

Classification Units and Assessment Rates for 2000 — Sector: Services

Unit Number	Unit Title	General Rate	Special Rate
60010	Operating a radio station; operating telephone lines or telephone exchanges; intercommunication services; recovering or repairing telephones; splicing telephone cables	0.82	0.54
60020	Operating a television station; producing or distributing motion pictures or other audio and video material; operating a motion picture or a drive-in theater; operating an orchestra, a disco-mobile, a singing group, a theater company or a theatrical agency; leasing or renting halls; installing equipment for social dances	1.12	0.83
60030	Cable television service; installing radio or television antennas; radio, television or cable connection work	1.91	1.60
60040	Courier service; home small parcel delivery service	5.73	5.30
60050	Operating a recreational centre; operating a professional sports club; operating a curling club; operating a bowling alley or a billiard parlour; operating a roller skating rink; operating a race track; operating a racket sports centre	1.96	1.65
60060	Operating a golf course	2.17	1.85
60070	Operating a ski centre; operating a snowmobile club	4.63	4.23
60080	Operating an amusement park or rides, an amateur sports club, a pleasure-boating club, a shooting club, or amusement and recreational services, not specified in other units; operating a Turkish bath, a massage parlour, a bodybuilding studio, a tanning salon, a shoeshine service or a checkroom service; organizing a public festival	1.47	1.18
61010	Generating and distributing electric power	0.88	0.60
61020	Operating a water distribution centre, a steam distribution centre or a natural gas distribution centre; operating and maintaining a gas or an oil pipeline	1.14	0.85

Classification Units and Assessment Rates for 2000 — Sector: Services

Unit Number	Unit Title	General Rate	Special Rate
61030	Maintaining a garbage dump; disposal of industrial waste; cleaning tanks, sewers, cesspools, septic tanks or industrial facilities; renting or leasing, with maintenance, portable chemical toilets	4.75	4.35
61040	Garbage collection	10.01	9.45
62010	Transporting milk and cream; wholesaling dairy products; wholesale or retail distribution of dairy products	3.78	3.41
62020	Wholesaling fruit, vegetables or fish	4.94	4.54
62030	Wholesaling meat and meat products	5.05	4.64
62040	Wholesaling meat, including cutting up and carving	7.82	7.33
62050	Wholesaling bakery or pastry products or distributing those products, wholesale or retail; retailing imported specialties, dietetic or natural food, delicatessen, pastries or seafood products	3.74	3.37
62060	Wholesaling food, not specified in other units	3.99	3.61
62070	Wholesaling carbonated beverages or water; distributing carbonated beverages or water, wholesale or retail; wholesaling beer	5.14	4.73
62090	Wholesaling toiletries or drug sundries	1.58	1.28
62110	Operating a grocery store	2.62	2.29
62120	Operating a convenience store with or without gasoline sales	2.46	2.13
62130	Operating a grocery-butcher shop	3.46	3.10
62140	Operating a butcher shop	6.16	5.72
62150	Making and retailing bakery or pastry products	3.13	2.78
62160	Fruit and vegetables retail business	3.27	2.92
62170	Alcoholic beverages retail business	1.55	1.25
62180	Operating a drugstore; operating a tobacco store; herbalist's shop; chocolate, delicacies or cookies shop, beauty products or cosmetics shop, or selling lottery tickets; operating a bus terminal or a contract post office	1.25	0.96
63010	Wholesaling household, commercial or service industry furniture, or electrical household appliances; wholesaling floor coverings; leasing, wholesaling or retailing office equipment or furniture; leasing electrical household appliances or electronic household equipment	1.97	1.65

This unit does not refer to the installation of floor coverings.

Classification Units and Assessment Rates for 2000 — Sector: Services

Unit Number	Unit Title	General Rate	Special Rate
63020	Wholesaling household dishware, pottery, glassware or similar household goods; wholesaling electronic household appliances	2.55	2.22
63030	Wholesaling metals or alloys, including handling This unit does not refer to the installation of a sold product as well as demolition and stripping for purposes of salvaging metal or alloys.	4.97	4.56
63040	Wholesaling hardware, plumbing or heating equipment and supplies, not specified in other units; wholesaling and installing safes, with or without repair; wholesaling sanitation equipment	1.58	1.28
63050	Wholesaling or retailing lumber or building supplies; wholesaling or retailing firewood, coal or charcoal	4.13	3.75
63060	Wholesaling doors, windows, exterior siding or garage equipment This unit does not refer to the installation of a sold product.	5.86	5.42
63070	Wholesaling or repairing farm or garden implements or equipment	3.30	2.94
63080	Wholesaling, renting or leasing heavy machinery, with or without repair; renting or leasing handling equipment, trailers or containers This unit does not refer to the installation, maintenance and repair of equipment referred to under units 69960, 80160 and 80210, as well as renting heavy machinery with an operator.	3.43	3.07
63090	Wholesaling industrial handling equipment, with or without repair; wholesaling or repairing welding equipment This unit does not refer to the installation, maintenance and repair of equipment referred to under units 69960, 80160 and 80210.	3.44	3.08
63100	Wholesaling, renting or leasing manufacturing machinery; wholesaling, renting or leasing commercial or industrial ovens or kilns This unit does not refer to the installation, maintenance and repair of equipment referred to under units 69960, 80160 and 80210.	2.12	1.80
63110	Wholesaling, renting, leasing, installing or repairing stage or discotheque lighting equipment; wholesaling, renting, leasing, installing or repairing swimming-pool accessories; wholesaling, renting, leasing of electric or diesel engines, electric generation equipment, pumping facilities or equipment for water treatment The wholesaling, renting, leasing of electric or diesel engines, electric generation equipment, pumping facilities or equipment for water treatment does not refer to the installation, maintenance and repair of sold or rented products.	1.78	1.47

Classification Units and Assessment Rates for 2000 — Sector: Services

Unit Number	Unit Title	General Rate	Special Rate
63120	Wholesaling, renting or leasing analytic and laboratory apparatus or medical or scientific equipment, with or without repair or installation; wholesaling of electronic parts or electrical supplies; wholesaling, renting or leasing measuring, calibrating or control instruments or communication equipment other than for automobiles This unit does not refer to the installation, repair or maintenance of measuring, calibrating or control instruments or communication equipment other than for automobiles or electrical supplies.	0.93	0.65
63130	Wholesaling industrial or commercial scales; wholesaling or retailing kitchen cabinets; retailing doors or windows This unit does not refer to installation of a sold product.	2.66	2.32
64020	Vulcanizing; wholesaling and retailing tires or tubes, with or without repair or installation	5.47	5.05
64030	Wholesaling transportation equipment or equipment parts; wholesaling or retailing new, reconditioned or used automobile parts or accessories	1.89	1.58
64040	Wholesaling or retailing automobiles, trucks or busses with or without repair; renting or leasing automobiles with or without repair; retailing and installing automobile windows or radios; upholstering and repairing of motor vehicle seats	2.95	2.61
64050	Retailing, renting or leasing mobile homes, snowmobiles, motorcycles, travel trailers, tent trailers, including repair or service; retailing boats, outboard motors or boating accessories; renting or leasing, including service, small craft or recreational vehicles, not specified in other units; wholesaling snowmobiles, motorcycles, boats, outboard motors, boating accessories, ship's supplies, trailers or containers; wholesaling, without repair, semitrailers, travel trailers or tent trailers	4.58	4.19
64060	Operating a service station with or without self-service; operating an automatic car wash; washing and cleaning motor vehicles and trucks	3.94	3.56
64070	Retailing gasoline, with or without service	2.59	2.26
64090	Repairing motor vehicles, motor vehicle parts or industrial machinery parts, not specified in other units; motor vehicle towing service	5.96	5.52
64100	Repairing motor vehicle bodies	7.08	6.61
64110	Retailing and installing motor vehicle mufflers; repairing and installing motor vehicle suspension parts	7.61	7.12
64120	Reclaiming and wholesaling used automobile parts and accessories	4.50	4.11
65010	Retailing furniture, with or without household furnishings; retailing household electrical appliances, with or without electronic appliances or household electrical furnishings; retailing antique objects or furniture	3.79	3.42

Classification Units and Assessment Rates for 2000 — Sector: Services

Unit Number	Unit Title	General Rate	Special Rate
65020	Retailing or repairing sound or video equipment, electronic appliances, electrical furnishings, small (portable) electrical household appliances or electrical personal care appliances; retailing sewing machines	1.35	1.05
65030	Retailing floor coverings This unit does not refer to the installation of a sold product.	2.43	2.10
65041	Retailing household furnishings or interior decoration accessories, not specified in other units; wholesaling piece goods, notions and other dry goods, draperies, household linen or other textile household furnishings	2.29	1.97
65044	Retailing lighting fixtures This unit does not refer to the installation of a sold product.	2.21	1.89
66020	Wholesaling and distributing petroleum products, with or without maintenance or installation of related facilities	2.76	2.42
66030	Wrecking automobiles; wholesaling metal waste This unit does not refer to demolition other than that of automobiles or stripping for salvaging metal waste.	9.16	8.62
66040	Selling non-metallic waste This unit does not refer to demolition or stripping for salvaging of non-metallic waste.	10.69	10.11
66050	Wholesaling or distributing newspapers, magazines, books or handbills; wholesaling paper or paper products	2.25	1.93
66060	Wholesaling animal feeds, fertilizers, grain or cereals; wholesaling tobacco products; grain elevator service	3.22	2.87
66070	Wholesaling games, toys, sporting goods and equipment; retailing, renting or leasing sporting goods and equipment, with or without service	1.60	1.30
66080	Wholesaling chemical products or cleaning products; wholesaling or maintaining chemical fire extinguishers	1.62	1.32
66100	Wholesaling leather or imitation-leather products not specified in other units; wholesaling footwear or garment products; retailing footwear, garments, underwear, knitting products, fabrics, yarn, sewing products, handbags, luggage or other leather or imitation-leather products; manufacturing or storing fur garments or articles; linen rental service without washing equipment; costume or ceremonial apparel rental service	1.87	1.56
66110	Operating a department store; operating a general merchandise store; operating a general store; operating a direct consumer distributing warehouse; display services; interior decoration design service; retailing home and automobile supplies	2.33	2.00

Classification Units and Assessment Rates for 2000 — Sector: Services

Unit Number	Unit Title	General Rate	Special Rate
66120	Retailing small goods, not specified in other units; retailing paint or wallpaper; retailing or repairing musical instruments or accessories or photography equipment; retailing domestic animals; photography; wholesaling jewellery items or photography equipment and supplies	1.42	1.13
66130	Retailing hardware products or garden supplies; retailing lawn mowers, snow blowers, chain saws or similar equipment, with repair; wholesaling or retailing trees, shrubs, plants, flowers, supplies for lawn or garden or other nursery products This unit does not refer to landscaping.	2.56	2.23
66150	Retailing lumber and building supplies with hardware	3.36	3.00
66160	Monuments and tombstones dealer; undertaking services, with or without ambulance services; operating a cemetery	2.72	2.39
66170	Wholesaling or retailing, installing or cleaning swimming pools; constructing and installing in-ground pools	3.58	3.22
69960	Repairing, installing or maintaining production machinery This unit refers to works relating to: <ul style="list-style-type: none"> • millwright works such as production machinery installation, repair, maintenance, adjustment, assembly, dismantling and handling; • the manufacturing of templates for such machinery. This unit does not refer to works relating to: <ul style="list-style-type: none"> • millwright works other than production machinery installation, repair, maintenance, adjustment, assembly, dismantling and handling; • the manufacturing of templates for such machinery. <p>An employer classified under this unit may also be classified under exceptional units 80020 and 90010.</p>	7.55	7.06
70010	Operation of a bank, a caisse populaire or a credit union	0.75	0.48
70020	Operating an insurance business; insurance services of the provincial administration	0.64	0.37
70030	Operating residential or other buildings, including parking lots or parking garages; municipal housing bureau; disinfection, fumigation or extermination work	3.07	2.73
70040	Insurance adjustment or evaluation services; operating a real estate agency; information, poll or research services; bailiff services; reprography services, typing services or other clerical work services supplied to firms or individuals	1.00	0.71

Classification Units and Assessment Rates for 2000 — Sector: Services

Unit Number	Unit Title	General Rate	Special Rate
71010	Operating a forwarding agency; freight inspection service; sales agent services; broker services not specified in other units	0.91	0.63
71020	Operating a manpower agency; leasing the services of professional or technical personnel or other scientific or technical professionals such as draftsmen, biologists, biochemists, botanists, chemists, engineers, graphic designers and laboratory technicians, with the exception of aeronautics production or maintenance technicians; auctioneering or organizing auctions or merchandise liquidation services	1.16	0.87
71030	Leasing truckers services, driver-delivery persons, assistant delivery persons or movers	6.78	6.32
71040	Operating a marine agency or a marine piloting firm; International Air Transport Association or Airline Communications and Information Services; operating a news agency or an advertising agency; rental of advertising space on billboards, display boards and commercial signs; drafting or practising architecture; urban planning services or business or management consulting services; law practice (advocate's or notary's office); accounting services (accountant's office); actuarial practice; operating a travel agency or wholesale tour business; wholesaling, renting or repairing computer systems; computer services, excluding the leasing of the services of data processing personnel; trustee in bankruptcy; taxation services or income tax return preparation services; graphic design services; insurance brokerage; operating a collection agency or a credit bureau; currency or securities brokerage, consulting or negotiation services; commodities exchanges or securities exchanges; financial institutions and financial intermediaries not specified in other units	0.60	0.33
71050	Consulting engineer's office; energy consulting services; operating a pure or applied research laboratory; operating a laboratory for analysis and testing; agricultural research services; geotechnical studies prior to construction work; land surveyor services; interpretation of aerial photographs; archaeological research; forestry technician services	0.88	0.60
	Regarding forestry technician services, this unit refers to: <ul style="list-style-type: none"> • measuring wood; • marking trees in the forest; • protecting against forest-fires; • forestry surveys. <p>This unit also refers to consulting engineer's services carried out by the workers of an employer recognized by the Minister of Natural Resources pursuant to section 124.02 of the Forest Act (R.S.Q., c. F-4.1), even if these services are rendered within the framework of the activities referred to in units 14010 or 14020.</p> <p>This unit does not refer to the works referred to under units 80030 to 80270.</p>		
71060	Operating a security or an investigation agency	2.06	1.74

Classification Units and Assessment Rates for 2000 — Sector: Services

Unit Number	Unit Title	General Rate	Special Rate
71070	Managing subsidiaries or branches outside Québec (head office); writing or publishing a weekly, not including printing; electronic typesetting	0.60	0.33
71080	Leasing the services of handling maneuvers, wrappers, merchandise reception or expedition employees, warehouse employees, solderers or automobile mechanics or industrial machinery employees, technical installation or machinery maintenance personnel	7.62	7.13
71090	Leasing the services of manufacturing industries' workers or commerce or catering or maintenance chores personnel with the exception of those mentioned in another unit	4.16	3.78
72010	Sûreté du Québec services; detention services	2.09	1.77
72020	Provincial administrative services not specified in other units; administration of a regional county municipality; administration of an urban community, without police services	0.57	0.29
72030	Job creation programs	1.27	0.98
72040	Provincial agriculture, fisheries, feeding, natural resources services; services relating to construction workers	0.74	0.46
72060	Provincial recreation and sports program management services	1.02	0.74
72070	Transportation program management services	1.28	0.99
72080	Managing, with service, a municipality or a municipal or an intermunicipal commission, a band council, an urban community including police services	2.04	1.72
73010	Teaching services (except universities or general and vocational colleges, and except all level student trainees); operating a private museum; operating a historic site; library services	0.88	0.59
73020	Teaching services (student trainees)	6.00/trai.	
73030	Operating a general hospital	1.01	0.72
73040	Operating a psychiatric hospital	1.36	1.06
73050	Operating a home-care and extended care centre; nursing services; leasing the services of nurses or auxiliary of nurses care and therapeutics	2.90	2.56
73060	Operating a drop-in centre; operating a rehabilitation centre for alcoholics or drug addicts; operating a social or community service agency; operating a health or social services promotion body	2.32	2.00
73070	Operating a rehabilitation centre for the physically handicapped or the socially maladjusted	1.72	1.41
73080	Operating a rehabilitation centre for the mentally handicapped	2.30	1.98

Classification Units and Assessment Rates for 2000 — Sector: Services

Unit Number	Unit Title	General Rate	Special Rate
73100	Operating a local community service centre	1.39	1.10
73110	Child day-care centre	2.64	2.30
73120	Operating a sheltered workshop; operating a work rehabilitation centre	3.84	3.47
73130	Practising medicine and other specialties in the health-care field, not specified in other units; health or social services not specified in other units; hearing aid specialist's services; optometrist's services; prescription optician's services; manufacturing dentures and braces (dental laboratories); retailing orthopedic aids, wigs or hair pieces	1.06	0.77
73140	Ambulance service	7.96	7.47
73150	University or vocational teaching services (except student trainees)	0.64	0.36
74010	Operating a hotel, a motel, a hotel-motel, a youth hostel, a student residence or a rooming house	3.25	2.90
74020	Operating a hunting or fishing outfitting operation; operating or managing a hunting or fishing area; operating a camping ground, a trailer park, a vacation camp or a recreation area	4.50	4.11
74030	Operating a brasserie or a restaurant serving meals, without delivery	2.81	2.47
74040	Operating a brasserie or a restaurant serving meals, with delivery	3.04	2.69
74050	Operating a cafeteria	3.62	3.26
74060	Take-out food services	2.76	2.42
74070	Operating a mobile canteen; catering services	2.48	2.15
74080	Operating a tavern, a bar, a discotheque or a night club	1.98	1.67
75010	Operating a barber shop or a hairdressing salon; operating a beauty salon	2.35	2.03
75020	Domestic-use laundry or dry-cleaning service; clothing maintenance, pressing or repair service	3.48	3.12
75030	Operating an industrial laundry with or without linen rental service; linen supply service, including washing	5.14	4.73
75040	Commercial, industrial or residential building maintenance; carpet, rug, upholstery or fabric furniture cleaning service; lawn or shrub maintenance service; green areas fertilization services; window washing services	4.72	4.32
76010	Veterinary services; artificial insemination services; egg candling or grading service; poultry sexing or debeaking; operating a hatchery; raising animals in laboratories	2.22	1.90

Classification Units and Assessment Rates for 2000 — Sector: Services

Unit Number	Unit Title	General Rate	Special Rate
76020	Wholesaling or operating vending machines; renting, leasing or operating coin-operated amusement machines, with or without service	1.64	1.34
76030	Transporting animals; operating animal-drawn vehicles; wholesaling or auctioneering animals; operating a racing or horse-rental stable; operating a horseback-riding centre; operating a zoo; society for the protection of animals; raising or training pets; animal lodging and care services not specified in other units	6.10	5.66
76040	Religious community	2.53	2.20
76050	Managing, with service, a parish fabric, a church or a diocese; religious association or organization	1.63	1.33
76060	Joint sector-based occupational health and safety association; association or organism, not specified in other units	0.86	0.58
76070	Renting or leasing bleachers or podiums for special events, portable equipment or tools for industry, construction, hobbies or household activities, including service; rental or leasing of scaffolds This unit does not refer to the installation of scaffolds.	5.63	5.21
76080	Oil burner and furnace maintenance service; chimney sweeping	6.11	5.66
Exceptional unit 90010	Work done exclusively in offices This unit refers to: An employer who uses the services of workers who only perform tasks of an administrative, commercial, technical or professional nature and, who unlike the workers referred to under unit 90020 or 80020, only work in offices. This unit refers in particular to office staff and persons holding the position of accountant, controller, administrative director, draftsman, purchaser, bidder, computer technician and sales director. Special classification rule An employer classified under this unit cannot also be classified under unit 71070 for the activity “Managing subsidiaries or branches located outside Québec (head office)”.	0.60	0.33
Exceptional unit 90020	Salespersons or sales representatives This unit refers to: An employer who uses the services of workers who only engage in the sale of goods or services and who are called upon, as part of their duties, to do a portion of their work outside the offices of their employer.	0.91	0.63

Classification Units and Assessment Rates for 2000 — Sector: Services

Unit Number	Unit Title	General Rate	Special Rate
	This unit does not refer to: Workers who handle or deliver merchandise other than samples used for sales purposes. Special classification rule: An employer classified under this unit cannot also be classified under unit 71070 for the activity “Managing subsidiaries or branches located outside Québec (head office)” or under unit 80020.		

Classification Units and Assessment Rates for 2000 — Sector: Construction

Unit Number	Unit Title	General Rate	Special Rate
Exceptional unit 80020	Work done both inside and outside offices This unit refers to: Employers who use workers who only perform tasks of an administrative, a commercial, a technical or a professional nature and who are called upon, as part of their duties, to do a portion of their work outside the offices of their employer. This unit refers in particular to workers holding the position of seller, real estate agent, sales agent, real estate broker, representative, project director, project manager, superintendent, project leader, director of security and engineer. This unit does not refer to: • those persons who directly supervise workers, such as a foreman; • a commissioner, a delivery person or a labourer. Special classification rule An employer classified under this unit cannot also be classified under unit 71070 for the activity “Managing subsidiaries or branches located outside Québec (head office)” or under unit 90020.	1.12	0.83
80030	Excavation work; assembly of fences; installation of guardrails This unit refers to work related to: • digging, moving, filling, compaction, leveling earth or granular materials, including work related to culverts; • excavation and earthwork both for the construction of buildings and civil engineering works and for irrigation, drainage and dredging work; • the excavation and installation of aqueducts and sewers; • the excavation and installation of underground lines for gas and water purification plants;	7.40	6.92

Classification Units and Assessment Rates for 2000 — Sector: Construction

Unit Number	Unit Title	General Rate	Special Rate
	<ul style="list-style-type: none"> • the excavation and installation of underground energy distribution or telecommunications network conduits, with or without the running of wire; • the construction and repair of sidewalks and curbs other than in asphalt or done without using a spreader-grader; • the rental of construction equipment with operators not used for demolition work; • forest clearing carried out using construction equipment; • the installation of septic tanks; • the installation of fences; • the installation of traffic safety barriers and guardrails. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> • manual forest clearing as well as forest clearing carried out using specialized machinery such as a skidder, tree feller or delimiting machine; • divers participating in works referred to in this unit; • the rental of cranes and drilling machines with operators; • preparatory work for the installation of fences done in a workshop other than on the work site or on the job; • the installation of fences made of ornamental metal; • the operation of a quarry, a sandpit or a gravel pit; • snow removal; • paving work; • cement and concrete work other than that related to small art works, sidewalks and curbs; • demolition work related to civil engineering works and buildings; • work related to blasting, drilling for blasting, pile-driving, special foundations, digging of tunnels and underground drilling, caissons, excavation supports, tie rods, consolidation of foundations and injections in the ground and in rock; • the manufacture of prepared concrete; • the installation of road lighting networks and traffic lights, as well as the installation of lamp posts; • construction work related to underground energy distribution lines with installation of machinery and equipment in addition to the excavation and installation of conduits; • the operation of an asphalt plant; • landscaping work. <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>		
80040	Blasting; drilling; soil mechanics; pile-driving and special foundations	15.95	15.20
	<p>This unit refers to work related to:</p> <ul style="list-style-type: none"> • drilling, charging holes and igniting explosive products; • blasting; • digging tunnels and underground drilling; • drilling artesian wells with or without the installation of pumps; • soil mechanics such as setting up excavation supports, installation of tie rods, consolidation of foundations and injections in the ground or in rock; 		

Classification Units and Assessment Rates for 2000 — Sector: Construction

Unit Number	Unit Title	General Rate	Special Rate
	<ul style="list-style-type: none"> • geothermal drilling and drilling of elevator shafts; • preliminary drilling for construction work; • pile-driving; • pile-driving and special foundations such as the placing, raising and maintenance of the following elements: steel sheet piling, shoring piles, wailings, struts, horizontal shores, soldier piles and temporary steel or heavy structural lumber struts driven into the ground; • the rental of a drilling machine with an operator. <p>This unit also refers to:</p> <ul style="list-style-type: none"> • work done in caissons and cofferdam work; • the construction, maintenance, removal and demolition of caissons and cofferdam work; • preliminary consolidation work related to the moving of buildings, including excavation, concrete drilling and pile driving; • the putting in place, straightening and lifting of buildings; • consolidation work on a building; • the moving of buildings on a flat-bed trailer done by the workers of an employer as part of the carrying out by this employer of works referred to in this unit. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> • divers participating in work referred to in this unit; • the drilling of ore to obtain test samples; • the drilling of oil or natural gas wells. <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>		
80050	Paving work on public roads	5.25	4.83
	<p>This unit refers to work related to:</p> <ul style="list-style-type: none"> • the asphalt surfacing of roads, streets, sidewalks, curbs and bikeways; • the concrete surfacing of roads, streets, sidewalks, curbs and bikeways carried out using a concrete spreader-grader; • the scarification of paved surfaces; • the pulverizing of paved surfaces referred to in this unit; • the waterproofing of paved surfaces referred to in this unit; • the marking of lines on the pavement referred to in this unit. <p>This unit also refers to the following work when done by the workers of an employer as part of the carrying out by this employer of work referred to in this unit:</p> <ul style="list-style-type: none"> • the installation of fences and guardrails. 		

Classification Units and Assessment Rates for 2000 — Sector: Construction

Unit Number	Unit Title	General Rate	Special Rate
	<p>This unit does not refer to:</p> <ul style="list-style-type: none"> • the surfacing of parking lots; • the operation of a stationary or mobile asphalt manufacturing plant; • the installation of interlocking blocks (slope blocks/pavers); • snow removal; • the excavation and installation of aqueducts and sewers; • the construction and repair of sidewalks and curbs other than in asphalt; • landscaping work; • the operation of a quarry, a sandpit or a gravel pit. <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>		
80060	<p>Construction of energy transmission or distribution lines; construction of energy transforming stations</p> <p>This unit refers to construction, maintenance and repair work related to:</p> <ul style="list-style-type: none"> • power plant substations; • overhead or underground energy transmission and distribution lines; • telecommunications lines or networks; • road lighting networks and traffic lights; • microwave and telecommunications towers; • manholes for underground telecommunications and energy distribution networks; • wind turbines. <p>This unit also refers to:</p> <ul style="list-style-type: none"> • the installation of street lamps; • the installation of transformers connected to the energy transmission and distribution network; • the installation of antennas in telecommunications towers; • the planting of poles. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> • the construction of buildings; • the digging of tunnels; • specific contracts to excavate and install underground energy transmission or telecommunications network conduits, with or without the running of wire. <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>	7.11	6.64

Classification Units and Assessment Rates for 2000 — Sector: Construction

Unit Number	Unit Title	General Rate	Special Rate
80070	Rental of cranes with operators This unit refers to: <ul style="list-style-type: none"> • the rental, with operators, of cranes, crane-trucks, boom trucks, or any other conventional truck equipped with a telescopic or hydraulic arm, or equipped with a hoist winch that can be used as cranes or other equipment of the same type; • the operation of a crane as part of demolition work. <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>	10.88	10.29
80080	Erecting metal frame structures and tanks This unit refers to work related to: <ul style="list-style-type: none"> • the setting up, assembly and dismantling of architectural elements and metal framing that go into the construction of buildings, civil engineering works, outside tanks, stacks, silos, coal, stone, coke, sand and ore hoppers, water towers and machinery; • the installation of prefabricated metal industrial stacks; • the installation of steel panels that are used in structures, cladding and roofing; • the installation of pre-cast concrete structural or architectural elements. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> • preparatory work carried out at the workshop other than on the work site or on the job; • exterior cladding work using metal sheets; • the installation of radio and television station broadcasting and cellular telephone antennas; • the erection of microwave towers; • the erection of wooden silos, water towers or tanks; • the dismantling of metal structures done as part of demolition works; • the installation of tanks, other than outside tanks; • the installation of outside tanks by a boilermaker. <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>	30.77	29.57
80100	Cement work, concrete work This unit refers to work related to: <ul style="list-style-type: none"> • reinforcement work such as cutting, shaping, assembling by various processes, as well as the installation of metal ties or wire mesh used in the construction of concrete work; • concrete formwork for building and civil engineering work framing and machinery; 	15.31	14.58

Classification Units and Assessment Rates for 2000 — Sector: Construction

Unit Number	Unit Title	General Rate	Special Rate
	<ul style="list-style-type: none"> • the preparation and finishing of concrete and cement surfaces; • the pouring and placement of concrete; • the cutting, pumping and drilling of concrete; • concrete paving without the use of a spreader-grader; • concrete injection and guniting; • the cutting of asphalt; • the crushing of concrete during alteration work; • the waterproofing of concrete floors or concrete surfaces. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> • the operation of a reinforcement workshop other than on the work site or on the job; • the demolition of concrete building or civil engineering work structures; • the installation of pre-cast concrete structural or architectural elements; • the delivery and pouring of concrete by concrete mixer; • the construction and repair of sidewalks and curbs. <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>		
80110	Carpentry work; joinery work; indoor renovation work	13.01	12.36
	<p>This unit refers to work related to:</p> <ul style="list-style-type: none"> • the erection of a wooden structure of a building, a silo, a water tower and a tank; • joinery work; • parqueting work including sanding and finishing; • carpentry work such as the installation of chevrons and the erection of wood divisions; • carpentry work and joinery work in the installation of prefabricated buildings with a wood structure; • on-site construction of wood recreational equipment for amusement parks, daycare centres, playgrounds and other similar places; • the installation of doors and windows by a carpenter; • the building of wood or wood-substitute patios. <p>This unit also refers to the following work when done by the workers of an employer as part of the carrying out, by this employer, of work to erect a wood structure of a building:</p> <ul style="list-style-type: none"> • the installation of all types of exterior clapboard cladding; • the installation of metal posts, gypsum, angle irons, metal mouldings; • the installation of gutters; • roofing using asphalt shingles, cedar shingles, sheet metal that is neither welded nor stapled, or sandstone tiles; • the installation of insulation; • soundproofing; • foundation formwork; • the installation of garage doors; • the installation of acoustic tiles. 		

Classification Units and Assessment Rates for 2000 — Sector: Construction

Unit Number	Unit Title	General Rate	Special Rate
	<p>This unit also refers to:</p> <ul style="list-style-type: none"> • the indoor renovation of buildings and parts of buildings covering a renovated floor surface of less than 1,000 m² per storey except where this work includes: <ul style="list-style-type: none"> • scaffolding work, the upper platform of which exceeds 5 metres in height; • masonry work other than for prefabricated fireplaces; • metal cladding work; • work affecting the structure of the building; • cement work; • ornamental building metal work; • stripping done as part of indoor renovation work referred to in this unit. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> • renovation work when a single reconstruction operation is carried out in conjunction with the stripping of something that is subsequently rebuilt. For example, when the only operation carried out by the employer is the installation of a carpet, after the removal of the old one, this operation is not referred to in this unit; • the installation of doors, windows or products intended for the same purpose done by a glazier; • work related to piles and special foundations such as the placing, raising and maintenance of the following elements: steel sheet piling, shoring piles, wailings, struts, horizontal shores, soldier piles and temporary steel or heavy structural lumber struts driven into the ground. <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>		
80120	<p>Work related to indoor systems; painting work; installation of flexible coverings, installation of marble, granite, ceramics and terrazzo; plastering and jointing work; insulation work</p> <p>This unit refers to work related to:</p> <ul style="list-style-type: none"> • indoor systems such as the installation of metal poles, gypsum, lathwork, acoustic ceilings and suspended ceilings; • plastering and jointing; • the application of paint, surface coatings and protective finishes; • the installation of flexible coverings such as vinyl, asphalt, rubber, cork, linoleum coverings, rugs, carpet underlays and rug underlays; • the installation and polishing of marble, granite, terrazzo concrete, slate, ceramics, terrazzo and other similar materials; • the installation of cold room panels. <p>This unit also refers to work related to:</p> <ul style="list-style-type: none"> • the thermal insulation of buildings, soundproofing and acoustic control. 	14.15	13.46

Classification Units and Assessment Rates for 2000 — Sector: Construction

Unit Number	Unit Title	General Rate	Special Rate
	<p>This unit does not refer to:</p> <ul style="list-style-type: none"> • work to install curtain walls in marble, granite or other similar materials; • parqueting work (installation, sanding and finishing of wood floors); • all cleaning work using sand blasting, steam jet or pressurized water; • work to waterproof concrete floors or concrete surfaces. <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>		
80130	<p>Roofing work; exterior cladding work on buildings; installation of gutters</p> <p>This unit refers to work related to:</p> <ul style="list-style-type: none"> • exterior cladding of buildings using all types of metal sheets or clapboard; • the installation and repair of all types of roofing, including waterproofing; • the installation of gutters; • the removal of snow from roofs. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> • the installation of steel panels which are used in structures, cladding and roofing. <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>	21.16	20.26
80140	<p>Masonry work</p> <p>This unit refers to work related to:</p> <ul style="list-style-type: none"> • the cutting, setting with mortar, cement or any other adhesive material as well as the jointing of masonry elements such as the following: <ul style="list-style-type: none"> • bricks, natural or artificial stones; • acid bricks, fire bricks, plastic bricks, cements bricks or bricks made of any other refractory material laid by hand or by a pneumatic or mechanical method; • tiles made of refractory material; • blocks of gypsum, concrete or glass, blocks of composite materials, blocks of lightweight aggregates for walls or partitions; • the installation of silos made of concrete staves. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> • jointing, aligning, anchoring and grouting work done by manufacturers of pre-cast concrete structural or architectural elements; • cleaning work using sand blasting, steam jet or pressurized water; • work related to the installation of slope blocks or pavers; • work related to the installation of marble or granite tile flooring; • the installation of curtain walls made of masonry elements; 	20.95	20.06

Classification Units and Assessment Rates for 2000 — Sector: Construction

Unit Number	Unit Title	General Rate	Special Rate
	<ul style="list-style-type: none"> • form work prior to the installation of silos made of concrete staves. <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>		
80150	Glass work; glazing work	16.25	15.50
	<p>This unit refers to work related to:</p> <ul style="list-style-type: none"> • the preparation and installation of glasswork and glazing such as: <ul style="list-style-type: none"> • the cutting and polishing of glass; • the cutting and assembly of aluminium; • the installation of doors, windows, glazing and commercial frontage; • the installation of curtain walls; • the installation of atriums, skylights and other similar works <p>This unit does not refer to:</p> <ul style="list-style-type: none"> • preparatory or manufacturing work done in a workshop other than on the work site; • the installation of pre-glazed doors and windows by a carpenter. <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>		
80160	Millwright works; boilermaking work; plumbing and pipefitting work; pipe insulation work	7.55	7.06
	<p>This unit refers to work related to:</p> <ul style="list-style-type: none"> • millwright works such as the installation, repair, maintenance, adjustment, assembly, dismantling and handling of machinery other than production machinery; • the making of templates for this machinery; • boilermaking related to machinery other than production machinery and related to the construction, maintenance and repair of steam generators, boilers, tanks or other similar equipment; • the installation, alteration, modification, repair and maintenance of: <ul style="list-style-type: none"> • plumbing systems such as: <ul style="list-style-type: none"> • piping, fixtures, accessories and other fittings needed to supply these systems with fluids; • piping, fixtures, accessories and other fittings used for drainage, run-off and ventilation of traps in these systems; • heating and combustion systems such as: <ul style="list-style-type: none"> • piping, fixtures, accessories and other fittings needed to distribute fluids or heat; • fire protection and localized fire protection systems, such as: <ul style="list-style-type: none"> • piping, fixtures, accessories and other fittings used to prevent and fight fires; • insulation, whether it is carried out by spraying or by any other method, such as: 		

Classification Units and Assessment Rates for 2000 — Sector: Construction

Unit Number	Unit Title	General Rate	Special Rate
	<ul style="list-style-type: none"> • thermal insulation of any new or existing piping system; • thermal insulation of radiators, furnaces, boilers, tanks and any other similar device. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> • the construction of metal tanks other than for boiler systems and that are installed by a metal structure installer (ex. oil tanks, water towers); • the installation of metal ducts for heating, ventilation and air conditioning systems; • the laying of bricks used in boiler walls; • the installation of internal insulation of ventilation and other ducts done by tinsmiths when installing said ducts; • installation work related to pre-insulated ventilation ducts; • the installation and maintenance of mechanized transit systems; • cleaning using sandblasting; • work related to millwright works such as the installation, repair, maintenance, adjustment, setting up, dismantling and handling of production machinery as well as the making of templates for this machinery. <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>		
80170	Electrical work	6.97	6.50
	<p>This unit refers to work related to:</p> <ul style="list-style-type: none"> • the installation, alteration, modification, repair and maintenance of electrical installations for lighting, heating and motive force purposes, including in all cases wires, cables, conduits, accessories and electrical devices that are part of the actual installation and, being related to the connection of the installation to the public or municipal utility network, which point of connection is on the wall of the building that is nearest to the public utility line; • the installation of lightening rods and unit heaters; • electrical hook-up of a building. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> • construction work on energy distribution and transforming stations done by electrical contractors; • electrical work done by energy distribution and transforming station construction contractors; • installation work related to alarm, security, control or electronic equipment systems; • street lamp installation work along roads as well as traffic light installation work. <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>		

Classification Units and Assessment Rates for 2000 — Sector: Construction

Unit Number	Unit Title	General Rate	Special Rate
80180	Sheet metal work	13.34	12.68
	This unit refers to work related to:		
	<ul style="list-style-type: none"> • sheet metal having a maximum thickness of 10 gauge (iron, copper, aluminium, stainless steel) and all metal or electrometallurgical materials, vinyl and other metal- or plastic-based materials such as: <ul style="list-style-type: none"> • the marking out, manufacture and installation, on the work site and on the job, of all sorts of metal objects, in sheets; • the assembly and repair of ventilation, air conditioning and hot air heating duct systems and any conduit system to remove various materials such as chips, fumes, smoke or dust, the installation of internal insulation with respect to these systems and the installation of prefabricated devices; • the installation of prefabricated metal objects such as shelves, lockers, screens, ceilings, fire barriers, and ceiling and wall coverings; • the installation, by a tinsmith, of prefabricated devices such as air conditioners, fans, heat pumps, air exchangers as well as the installation of mechanized elements associated with these systems, when done at the same time as the installation of ducts or conduits. 		
	This unit does not refer to work related to:		
	<ul style="list-style-type: none"> • work related to outdoor cladding in metal sheets or clapboard of all types, installation and repair of all types of roofing; • preparatory and manufacturing work done in the workshop other than on the work site; • work related to the installation of gutters. 		
	An employer classified under this unit can also be classified under exceptional units 80020 and 90010.		
80190	Installation of electronic equipment, alarm or control systems	2.67	2.34
	This unit refers to work related to:		
	<ul style="list-style-type: none"> • the installation, alteration, modification, repair and maintenance of intercom, public address, synchronous clock, visual, aural or oral signaling, telephony, closed-circuit television, access card or surveillance systems; • the installation, alteration, modification, repair and maintenance of electrical or pneumatic control, and instrumentation systems related to heating, air conditioning, ventilation and air removal; • the installation, alteration, modification, repair and maintenance of electrical systems or pneumatic control systems, quantity measurement and calibration systems on a variety of industrial production machinery; • the installation, alteration, modification, repair and maintenance of burglar and fire alarm systems; • the sale, installation and repair of safety locks; • the testing, adjustment and stabilizing of air circulation and distribution systems; 		
	An employer classified under this unit can also be classified under exceptional units 80020 and 90010.		

Classification Units and Assessment Rates for 2000 — Sector: Construction

Unit Number	Unit Title	General Rate	Special Rate
80200	Refrigeration work, air conditioning work	8.81	8.28
	This unit refers to work related to: <ul data-bbox="270 408 1059 539" style="list-style-type: none"> • the installation, alteration, modification, repair and maintenance of refrigeration systems having a capacity of at least 1/4 h.p. including piping, units, accessories and other fittings needed for the distribution of fluids and the production of cold by these systems; • the installation of machines for air conditioning and refrigeration systems. <p data-bbox="270 566 547 589">This unit does not refer to:</p> <ul data-bbox="270 620 1054 802" style="list-style-type: none"> • the insulation of refrigeration and air conditioning systems; • the testing, adjustment and stabilizing of air circulation and distribution systems; • the installation of metal ducts for air conditioning systems; • the installation, alteration, modification, repair and maintenance of instrumentation and control systems related to heating, air conditioning and ventilation. <p data-bbox="270 829 998 879">An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>		
80210	Work related to mechanized transit systems	6.64	6.18
	This unit refers to work related to: <ul data-bbox="270 1017 1064 1175" style="list-style-type: none"> • the installation, alteration, modification, repair and maintenance of mechanized transit systems, composed of devices, accessories and other apparatuses such as elevators, freight elevators, escalators, permanent swing scaffolds, slope hoists, dumbwaiters, removable platforms on a theatre stage, moving sidewalks and other similar devices generally used or which may be used to transport persons, objects or materials. <p data-bbox="270 1202 1054 1279">This unit also refers to the operation of a temporary or uncompleted system as well as the operation of a completed system when it is used to move construction workers and materials.</p> <p data-bbox="270 1309 707 1333">This unit does not refer to work related to:</p> <ul data-bbox="270 1363 1054 1494" style="list-style-type: none"> • the installation and operation by an employer of a temporary freight elevator as part of the carrying out by this employer of work not referred to in this unit; • the installation, repair and maintenance of conveyors and gantries; • the installation of temporary swing scaffolds. <p data-bbox="270 1521 998 1571">An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>		

Classification Units and Assessment Rates for 2000 — Sector: Construction

Unit Number	Unit Title	General Rate	Special Rate
80220	Renovation, stripping or demolition work	25.35	24.32

This unit refers to work related to renovation not referred to under unit 80110.

This unit also refers to work related to:

- the stripping, demolition or dismantling of buildings or civil engineering works, including the operations needed to carry out the works such as excavation, blasting, cutting concrete, dismantling, erection of compound walls, site restoration, transport of debris and salvaging of debris for sale, if these operations are carried out by the employer in charge of the stripping and demolition work.

Stripping refers to any selective, meticulous and well thought-out demolition operation, of unwanted additions, ruined areas or areas of no interest in buildings.

This unit also refers to the rental, with operators, of construction machinery for demolition purposes.

This unit does not refer to work related to:

- renovation work when a single reconstruction operation is carried out in conjunction with the stripping of something that is subsequently rebuilt. For example, when the only operation carried out by the employer is the installation of a carpet, after the removal of the old one, this operation is not referred to in this unit;
- the dismantling of metal structures and machinery when it is the only operation carried out by the employer;
- the renovation of boilers;
- the removal of insulation products if carried out prior to and in conjunction with insulation work, done by an insulation contractor;
- the transport of construction waste material using a "Roll off" container system or using any other bulk transport system;
- the operation of a crane as part of demolition work.

Special classification rule

An employer classified under this unit can also be classified under another unit with respect to work done as part of the renovation referred to in this unit if he breaks down in his statement of wages, in accordance with sections 14 and 18, the wages of his workers with respect to their participation, on the one hand, in demolition and stripping work, where applicable, and on the other hand, in work referred to in this other unit.

An employer classified under this unit can also be classified under exceptional units 80020 and 90010.

Classification Units and Assessment Rates for 2000 — Sector: Construction

Unit Number	Unit Title	General Rate	Special Rate
80230	Landscaping work This unit refers to: <ul style="list-style-type: none"> • landscaping work such as: <ul style="list-style-type: none"> • the installation of interlocking blocks or interlocking stones; • the installation of sod; • site preparation work; • the planting of trees and shrubs; • light earthwork; • the erection of low walls, stairs, etc.; • the maintenance of slopes alongside roads; • the installation of outdoor underground pipes to water the lawn or for decorative lighting systems. This unit does not refer to: <ul style="list-style-type: none"> • excavation and earthwork done with heavy machinery; • paving work; • snow removal; • the installation of septic tanks and septic beds. <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>	10.61	10.03
80240	Cleaning using sandblasting, steam jet or pressurized water This unit refers to work related to: <ul style="list-style-type: none"> • the cleaning, preparation, restoration or finishing of a building surface, a civil engineering work, a tank, machinery or industrial equipment using sandblasting, steam jet, pressurized water, soda water or recoverable abrasive beads; • the whitewashing of buildings using a jet. This unit does not refer to: <ul style="list-style-type: none"> • work involving sandblasting, steam jet or pressurized water done at the employer's workshop. <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>	22.48	21.53
80250	Ornamental building metal work This unit refers to work related to: <ul style="list-style-type: none"> • building metal work such as the tracing out, cutting, preparation and assembly of any metal part, including outdoor and indoor stairs, handrails, fences, gates, canopies, cellar doors and inspection holes, all types of wire fencing; coal chutes, vault doors, fire doors, industrial doors, partitions, rails and balconies. 	20.91	20.01

Classification Units and Assessment Rates for 2000 — Sector: Construction

Unit Number	Unit Title	General Rate	Special Rate
	<p>This unit does not refer to:</p> <ul style="list-style-type: none"> • preparatory and manufacturing work done in workshops other than on the work site or on the job; • installation of all other types of fences. <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>		
80260	Installation of scaffolds	13.01	12.36
	<p>This unit refers to work related to the installation and dismantling of all types of scaffolds.</p> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> • the installation of a freight elevator; • work related to the installation, dismantling and maintenance of permanent swing scaffolds. <p>An employer classified under this unit can also be classified under the exceptional units 80020 and 90010.</p>		
80270	Paving work other than on public roads	13.35	12.69
	<p>This unit refers to work related to:</p> <ul style="list-style-type: none"> • the asphalt surfacing of private roads and parking lots; • the concrete surfacing of private roads and parking lots carried out using a concrete spreader-grader; • the marking of lines on the pavement referred to in this unit; • the pulverizing of paved surfaces referred to in this unit; • the waterproofing of paved surfaces referred to in this unit. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> • the scarification of paved surfaces. <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>		

SCHEDULE 2**RATES PERTAINING TO THE FINANCING OF JOINT SECTOR-BASED ASSOCIATIONS FOR THE YEAR 2000**

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

SCHEDULE 3**AMOUNT OF SECTION 313 OF THE ACT AND THE RATE APPLICABLE FOR PROTECTING THE DIRECTOR FOR THE YEAR 2000**

The amount provided under section 313 of the Act is fixed for the year 2000 at \$65.00.

The rate applicable for purposes of establishing the amount payable by the person who registers as a director in accordance with section 18 of the Act is the one under unit 71040.”.

2. Schedules 1 to 3, as they read before their replacement stipulated under section 1, continue to apply for the 1999 year of assessment.

3. This Regulation shall enter into force on the day of its publication in the *Gazette officielle du Québec* and shall be effective beginning from the 2000 year of assessment.

Notice

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

Experience ratios for 2000

Notice is hereby given in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that upon the expiry of 45 days following the publication of this notice the Regulation respecting the experience ratios for 2000 will be adopted by the Commission de la santé et de la sécurité du travail, with or without amendments.

The Regulation determines the experience ratios for each unit of activity for 1995, 1996, 1997 and 1998, which will be used to fix the assessment of employers subject to a personalized rate for 2000 under the Regulation respecting personalized rates.*

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

Any interested person having comments to make on 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 experience ratios for 2000

An Act respecting industrial accidents and occupational diseases (R.S.Q., c. A-3.001, s. 454, 1st par., subpar. 8; 1996, c. 70)

1. The first- and second-level experience ratios for each unit of classification for 1995, 1996, 1997 and 1998 applicable for the purposes of fixing personalized rates for the assessment year 2000 are those appearing in Schedule 1.

2. This Regulation comes into force as of 1 January 2000.

* The Regulation respecting personalized rates has been adopted by the Commission de la santé et de la sécurité du travail by Resolution A-86-98 of September 17, 1998 (1998, *G.O.* 2, 3997).

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
10010	Operating a dairy cattle herd; raising cattle, buffalo, horses, wild boar; horse boarding service	0.7818	0.6829	0.5000		1.7817	
10020	Raising hog, sheep, goat, grain-fed and milk-fed heavy calves	0.5728	0.6440	0.3662		1.3294	
10030	Raising, catching and caging poultry; raising fur-bearing animals; raising earthworms; raising rabbits; pisciculture; apiculture	0.5809	0.5282	0.3332		1.0763	
10040	Field-crop farming; fruit or vegetable farming; ornamental plant cultivation; mushroom production; Christmas tree farming; maple syrup production; tobacco production; reforestation plant cultivation	0.5735	0.5867	0.4804		1.4733	
11010	Inshore or offshore fishing; underwater diving services	0.2954	0.5059	0.2820		1.6734	
13010	Surface iron ore mining with or without concentration; pelletization of iron ore	0.2065	0.1828	0.1463		0.3316	
13020	Metal mining, except iron mines; treatment, concentrating or smelting metal ores, except iron ore	0.6447	0.5283	0.3609		1.9228	
13030	Asbestos mining	0.3345	0.2109	0.1780		0.7844	
13040	Peat extraction or manufacturing peat-based products; mining or crushing quartz or other industrial siliciferous ores; underground mining of non-metal ores, not specified in other units	0.3890	0.3662	0.2530		0.7643	
13050	Operating a cut-stone quarry; operating a crushed stone quarry with blasting and drilling; mine prospecting with blasting or with crawler tractors	0.5250	0.5758	0.5240		1.3347	
13060	Operating a crushed stone quarry without blasting or drilling; rock or gravel crushing with movable crushers; operating a gravel pit with or without crushing; operating a sandpit	0.5009	0.5607	0.5221		1.5485	
13070	Drilling ore for the removal of cores for mine prospecting; drilling oil or natural gas wells; other technical work incidental to drilling oil or natural gas wells	0.7942	0.4436	0.2876		1.5904	

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
13090	Mine prospecting not specified in other units; line cutting; geophysical surveys; geological work	0.4928	0.3169	0.1765		0.9859	
13100	Contract operation of a mine; digging ramps and crossing banks; other contract work relating to operation of mines	0.4234	0.4843	0.2141		2.0008	
14010	Forestry operations	1.1847	1.0115	0.8634		3.6962	
14020	Forestry development	0.9448	0.9368	0.9097		2.1814	
14030	Tree work	1.6457	1.4188	1.4179		3.8043	
20010	Slaughtering livestock; preparing, processing, drysalting or canning meat; manufacturing mineral or animal oil or shortening	1.3796	1.3501	1.1357		1.8348	
20020	Slaughtering poultry or rabbits; dressing, processing or canning poultry or rabbits	0.9168	0.8999	0.7587		1.0755	
20030	Preparing or processing fish, including canning	0.5442	0.5156	0.4397		1.7726	
20040	Processing, canning or freezing fruits or vegetables; preparing natural casings for delicatessen	0.6290	0.5739	0.4929		1.3590	
20050	Operating a dairy work; water bottling, with or without distribution; manufacturing and delivering blocks of natural or artificial ice	0.3629	0.3721	0.2771		0.5322	
20060	Flour mill	0.5005	0.4320	0.3197		1.2809	
20070	Processing meat unfit for human consumption or abattoir waste	0.3720	0.5068	0.3284		0.6966	
20080	Grain milling	0.3733	0.3535	0.2567		0.6768	
20090	Manufacturing bakery, pastry or biscuit products, with or without distribution	0.5710	0.6130	0.4942		1.1692	
20100	Processing cane or beet sugar; manufacturing confectionery	0.4191	0.3682	0.3055		0.5504	
20110	Roasting and blending coffee; packing tea; roasting almonds	0.2579	0.2520	0.1143		0.3625	
20120	Manufacturing potato chips	0.4125	0.3823	0.3757		0.6955	

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
20130	Manufacturing margarine, vegetable oil or shortening; manufacturing convenience foods; manufacturing yeast or condiments; grinding and preparing spices; manufacturing or processing food products, not specified in other units	0.6030	0.5912	0.4980		1.0233	
20140	Manufacturing soft drinks, with or without distribution	0.4271	0.4319	0.3035		0.5369	
20150	Distillery; manufacturing wine or cider	0.2054	0.1932	0.1461		0.3397	
20160	Brewing beer, with or without distribution; manufacturing malt	0.3539	0.3161	0.2855		0.3706	
20170	Manufacturing tobacco products	0.1384	0.0966	0.0795		0.1350	
21010	Manufacturing tires or rubber treads for tires	0.2446	0.3209	0.2476		0.3756	
21020	Manufacturing adhesive tape or damper mats and rug underlays; manufacturing clothing or industrial parts or cellular products made of rubber	0.7159	0.7450	0.5628		1.0538	
21030	Manufacturing foamed or expanded plastic products; wholesaling foam rubber	0.3771	0.4714	0.4134		0.9194	
21040	Manufacturing plastic pipes or pipe fittings	0.4223	0.4719	0.3601		0.8207	
21050	Manufacturing plastic film and sheeting; manufacturing plastic bags	0.5283	0.5533	0.4345		0.8840	
21060	Manufacturing stratified or reinforced plastic products, except boats; manufacturing plastic products, not specified in other units	0.5262	0.5422	0.4131		0.9827	
22010	Leather tanning; custom-dressing furs; wholesaling raw hides or skins	0.4761	1.0166	0.8715		2.1651	
22020	Manufacturing footwear; shoe repairing; manufacturing footwear parts except rubber parts	0.4114	0.3766	0.3623		0.7844	
22040	Manufacturing handbags or purses; manufacturing leather or imitation-leather goods, not specified in other units; manufacturing luggage, other than in wood and in metal	0.1994	0.3127	0.1946		0.8235	
22050	Manufacturing fibres or yarn from artificial or synthetic material; texturizing yarn	0.3264	0.2423	0.2468		0.6474	

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
22060	Manufacturing thread or yarn, without weaving	0.4506	0.4257	0.2725		0.8922	
22070	Weaving textiles other than carpets; recycling textile waste; preparing cotton-wool or flock	0.4921	0.4211	0.3193		0.7527	
22080	Manufacturing knitted fabrics	0.4331	0.4334	0.3452		1.1192	
22090	Manufacturing carpets	0.4815	0.5062	0.3237		0.8671	
22100	Manufacturing textile products, not specified in other units; manufacturing zippers or umbrellas	0.4044	0.4234	0.3911		0.8691	
22110	Finishing textiles; steam shrinking of fabrics	0.3664	0.2925	0.3694		0.6615	
22120	Manufacturing first-aid products	0.3128	0.1973	0.1087		0.3113	
22140	Manufacturing clothing or clothing accessories, not specified in other units	0.2470	0.2387	0.1863		0.6868	
22150	Knitting clothing or accessories, including assembling	0.2789	0.2105	0.2431		0.5989	
22160	Manufacturing ladies undergarments and swimsuits	0.1810	0.1364	0.1508		0.4307	
23050	Manufacturing in a shop custom woodwork to be attached to a structure; mass production of wooden cabinets	0.6362	0.6359	0.5820		1.1502	
23060	Manufacturing wooden doors or windows	0.5158	0.5553	0.4488		0.8713	
23070	Manufacturing wooden roof trusses or laminated wood framework	0.8924	0.9346	0.8383		1.4333	
23090	Manufacturing wooden or metal coffins or frames; manufacturing pipe organs, pianos or other musical instruments	0.6203	0.6755	0.6491		1.1960	
23120	Manufacturing miscellaneous wooden goods, not specified in other units	1.0510	1.0021	0.8056		1.8452	
24010	Manufacturing metal furniture or fixtures	0.7770	0.8348	0.6916		1.2415	
24020	Manufacturing custom wooden furniture in a workshop; manufacturing wooden furniture for electronic equipment or wooden cases for musical instruments	0.6933	0.7906	0.6875		1.8490	

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
24030	Mass assembling of wooden furniture or furniture frames, with or without upholstering; upholstering custom furniture in a workshop; repairing wooden or upholstered furniture; manufacturing upholstered mattresses or bed springs	0.5340	0.4241	0.5001		1.0334	
24040	Mass production of wooden furniture or furniture frames, with or without upholstering	0.8312	0.7773	0.6240		1.4099	
25410	Manufacturing prefabricated wooden houses, house panels or mobile homes	0.8377	0.9267	0.6428		2.0635	
26010	Printing; silkscreen printing	0.2691	0.2583	0.2018		0.4868	
26020	Operating a bindery	0.4599	0.4504	0.3076		1.3745	
26030	Metal typesetting (typography-linotyping); stereotyping; lithography; manufacturing plates for printing; developing and printing films	0.0750	0.0979	0.0892		0.1676	
26040	Printing and publishing a daily; printing and publishing	0.0775	0.0845	0.0578		0.1368	
27020	Manufacturing steel castings (steel foundry); lead or lead alloys rolling, casting or extruding	0.9261	1.1001	0.6942		1.5574	
27030	Manufacturing steel; processing steel by rolling and forging	0.4505	0.4894	0.3470		0.7710	
27040	Manufacturing titanium slag and pig iron; manufacturing metal powder, steel pipe or tubing; manufacturing ferro-alloys	0.3840	0.3877	0.3721		0.4933	
27050	Manufacturing iron castings (cast-iron foundry)	0.7326	0.6217	0.4418		0.7798	
27060	Primary manufacturing of aluminium	0.1705	0.1672	0.1062		0.2441	
27070	Electrolytic refining of copper or zinc and processing of their by-products	0.1502	0.1179	0.1124		0.2545	
27080	Aluminium and aluminium alloys rolling	0.1698	0.1666	0.1142		0.3679	
27090	Extruding aluminium, copper or their alloys	0.4188	0.3255	0.2641		0.4602	
27110	Non-ferrous metal pressurized casting; non-ferrous metal casting; manufacturing aluminium or light alloy automobile parts	0.6163	0.6693	0.4718		0.9533	

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
28010	Casting or overhauling high pressure boilers, tanks or heat exchangers	0.5264	0.5044	0.4936		0.7474	
28020	Manufacturing metal structural components	0.8404	0.6378	0.9298		1.1505	
28030	Manufacturing metal windows or doors; repairing industrial doors; manufacturing other ornamental and architectural metal products	0.4642	0.5071	0.4433		1.0940	
28040	Manufacturing ornamental metal products; operating a welding shop; manufacturing motor vehicle springs, mufflers or exhaust pipes	0.7205	0.7958	0.6714		1.2596	
28050	Electrolytic or chemical plating; heat treating of metals	0.6929	0.7337	0.6805		1.0351	
28060	Workshop painting, dyeing or coating metal products	0.7697	0.7206	0.4819		1.3878	
28070	Manufacturing or repairing metal containers or their lids	0.3014	0.2977	0.2194		0.5532	
28080	Manufacturing other products by metal stamping or matrixing	0.5806	0.5395	0.4631		1.1098	
28090	Manufacturing metal wire or cable, metal rods, welding electrodes or other metal wire products; applying metal powder to metal parts	0.4998	0.4337	0.4614		0.7516	
28100	Manufacturing industrial fasteners or metal springs	0.5204	0.4221	0.3691		0.9300	
28110	Manufacturing basic hardware articles or small hand or garden tools; manufacturing industrial dies, moulds, cutting tools and punches	0.3753	0.3604	0.2695		0.6511	
28120	Manufacturing heating equipment	0.3719	0.4163	0.2219		0.6404	
28130	Machine shop piece work; rebuilding mechanical motors	0.5443	0.4941	0.3606		0.8520	
28140	Manufacturing or assembling metal products, not specified in other units	0.5507	0.5635	0.4302		0.8929	
29010	Manufacturing agricultural equipment or implements	0.7841	0.7271	0.6317		1.1632	

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
29020	Manufacturing commercial refrigeration equipment or air conditioning equipment	0.2405	0.4192	0.3846		0.6429	
29030	Manufacturing conveyors	0.5698	0.7299	0.5237		1.2895	
29040	Manufacturing and installing or repairing hydraulic or pneumatic pressure cylinders	0.4725	0.3603	0.3231		0.6297	
29050	Manufacturing or repairing heavy machinery; manufacturing industrial equipment; constructing or repairing locomotives or freight cars	0.4272	0.4441	0.3684		0.6810	
29070	Manufacturing sewing machines or small electrical appliances; manufacturing machinery and equipment, not specified in other units	0.3555	0.3554	0.2992		0.6857	
29080	Manufacturing major electrical appliances; repairing electrical household appliances	0.2073	0.1879	0.1668		0.2971	
29090	Manufacturing lighting fixtures	0.4033	0.2618	0.3270		0.8022	
29110	Manufacturing electronic household equipment; assembling lighting fixtures	0.6442	0.3717	0.2758		1.2360	
29120	Manufacturing electronic parts or components; manufacturing electronic equipment, not specified in other units	0.0854	0.0739	0.0520		0.1446	
29130	Manufacturing lightning rods, high voltage line circuit breakers or distribution transformers	0.2968	0.3374	0.2620		0.5065	
29140	Manufacturing high power transformers; manufacturing or assembling batteries	0.4499	0.4269	0.2861		0.9094	
29150	Manufacturing control panels or electrical or pneumatic measuring instruments	0.2099	0.2132	0.2282		0.4781	
29160	Manufacturing or assembling electric motors or generators; repairing or rewinding electric motors	0.4588	0.4215	0.3628		0.8007	
29170	Manufacturing electrical wire or cable; manufacturing electric light bulbs	0.1830	0.2059	0.2245		0.3562	
29180	Manufacturing electrical distribution parts or graphite electrodes	0.3404	0.3667	0.2782		0.5615	

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
30010	Repairing, reworking, finishing or reconditioning aircraft; machining or assembling aircraft parts manufacturing	0.1986	0.2111	0.1431		0.3169	
30020	Constructing aircraft	0.1803	0.1439	0.1114		0.1370	
30030	Manufacturing aircraft parts by microfusion with casting	0.2411	0.4266	0.3036		0.7086	
30040	Constructing trucks	0.4310	0.3202	0.2099		0.4022	
30050	Constructing automobiles	0.3284	0.2910	0.2072		0.6465	
30060	Constructing buses or long-distance coaches	0.7571	0.7041	0.4882		1.1296	
30070	Manufacturing or assembling truck boxes, with or without installation	0.8431	0.8578	0.6284		1.3325	
30080	Manufacturing, with or without repairing, motor vehicle trailers; manufacturing house trailers or tent trailers; manufacturing and renting movable shelters; finishing van interiors	0.8768	0.8396	0.5055		0.9634	
30110	Manufacturing or repairing motor vehicle or machine radiators	0.5010	0.4535	0.3607		0.8050	
30130	Constructing or repairing railway passenger cars	0.4326	0.1524	0.1142		0.3212	
30160	Constructing or modernizing ships over 250 tonnes	1.0017	0.7879	0.9708		1.7945	
30170	Constructing or modernizing ships between 5 and 250 tonnes; minor repairs to ships over 5 tonnes	0.8916	0.7425	0.9526		2.1916	
30180	Manufacturing or repairing craft of 5 tonnes or less	1.0130	0.7237	0.4506		1.6488	
30190	Manufacturing snowmobiles, motorcycles, snowplows or all-terrain vehicles	0.2812	0.3642	0.2333		0.4307	
31010	Manufacturing clay products	0.5107	0.3707	0.1125		0.5508	
31020	Manufacturing cement or lime; manufacturing silicon carbide or gypsum panels	0.1862	0.1976	0.1059		0.4363	
31030	Manufacturing funeral monuments or other stone products	0.7229	0.6294	0.5682		1.8781	

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
31040	Manufacturing asbestos-cement products; manufacturing friction parts; manufacturing asbestos wire, cloth, ceiling components or gaskets	0.5682	0.7248	0.6511		0.9909	
31050	Manufacturing pipes, concrete masonry components and other concrete products similar to masonry components; manufacturing pre-cast concrete structural or architectural elements	0.5580	0.6665	0.5496		0.9087	
31070	Manufacturing ready-mix concrete; manufacturing asphalt	0.4452	0.4214	0.3617		1.1482	
31080	Manufacturing glass or glass products	0.5175	0.6090	0.4065		0.8929	
31090	Manufacturing refractory products; manufacturing or processing charcoal	0.4916	0.3137	0.2026		0.5976	
31100	Manufacturing insulating material, not specified in other units	0.4090	0.3603	0.1919		0.7083	
31110	Refining crude petroleum; manufacturing petroleum and coal products, not specified in other units	0.0589	0.0948	0.0502		0.1081	
32010	Manufacturing industrial inorganic chemical products, not specified in other units	0.1639	0.1758	0.1130		0.3047	
32020	Manufacturing industrial organic chemical products or other chemical products, not specified in other units	0.2238	0.2866	0.1779		0.4620	
32030	Manufacturing plastics or synthetic resins	0.3066	0.3593	0.3421		0.6207	
32040	Manufacturing pharmaceutical products or drugs	0.0849	0.1045	0.0854		0.1575	
32050	Manufacturing paint, varnish, printing ink, adhesives or coatings	0.2054	0.2516	0.2291		0.4500	
32060	Manufacturing soap or cleaning products	0.3034	0.2405	0.2411		0.5871	
32070	Manufacturing toiletries	0.2606	0.3084	0.2393		0.7042	
32080	Manufacturing ammunition	0.1249	0.1477	0.1659		0.1474	
32090	Manufacturing explosives	0.2025	0.2193	0.2239		0.4374	

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
33010	Assembling watches or clocks; operating an optical laboratory; manufacturing gold, silver or plated jewellery or ware; manufacturing orthopedic devices; assembling cartridges or cassettes	0.1150	0.0971	0.1127		0.2741	
33020	Manufacturing wooden or metal sporting goods or gymnasium equipment; assembling plastic or metal toys; manufacturing and repairing bicycles	0.5355	0.4107	0.3547		1.1219	
33030	Manufacturing, installing or repairing commercial signs	0.5761	0.6056	0.4357		1.4171	
33040	Assembling trophies or miscellaneous wooden, plastic, fiberglass or concrete products; manufacturing rubber pads, plaster goods, wax products, trophy parts or foundry models; stamping balloons; handicrafts	0.4863	0.3881	0.3296		1.0529	
33050	Manufacturing buttons, snap fasteners, needles, emblems, medals, pencils or pens	0.2921	0.2497	0.1540		0.3567	
33060	Manufacturing vinyl tiles and vinyl linoleum; manufacturing heat-insulating products for piping	0.2891	0.2520	0.1950		0.3465	
34010	Sawmill	0.9491	0.9180	0.7175		1.6927	
34030	Manufacturing wooden pallets or containers used to handle or transport merchandise; manufacturing wooden fences	1.7528	1.2555	1.3842		2.9707	
34050	Drying wood; treating wood	0.4795	0.7034	0.5736		0.8834	
34060	Manufacturing solid wood panels	1.2769	0.9725	0.8139		2.3773	
34200	Manufacturing of paper pulp; manufacturing of paper and paperboard; manufacturing of wood fibre boards	0.2401	0.2201	0.1842		0.4212	
34210	Transformation of paper and paperboard; treatment of paper and paperboard; manufacture of particle board; coating of boards	0.4599	0.4832	0.4387		0.7911	
34220	Manufacturing of office supplies made of paper or paperboard	0.2019	0.4022	0.3000		0.5536	
34410	Bulk trucking activities	0.6402	0.6504	0.5476		2.0157	
34420	Trucking activities other than bulk trucking	0.7536	0.7151	0.5726		1.9041	

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
50010	Air transport; services incidental to air transport	0.2266	0.2073	0.1573		0.5486	
50020	Transporting marine freight; towing or docking boats; railway transport	0.3053	0.3038	0.2144		0.7798	
50030	Loading or unloading boats	0.5675	0.7187	0.5819		1.1969	
51010	Transporting passengers by intercity bus, school bus service or special transportation by bus, transportation by tour bus or chartered bus, including vehicle repair or maintenance	0.2783	0.2762	0.1791		0.7423	
51020	Transporting passengers by intercity bus, school bus service or special transportation by bus, transportation by tour bus or chartered bus, not including vehicle repair and maintenance	0.2245	0.2726	0.2363		0.9027	
51030	Mass transit in urban areas, with or without vehicle repair; transporting passengers by taxi	0.3200	0.3202	0.3077		0.4645	
52010	General local or long-distance transport; transporting or wholesaling fats or meats unfit for human consumption; transporting pelts	0.5544	0.5261	0.4212		1.4008	
52020	Railway service; transporting motor vehicles; transporting by towing; transporting by float; non-standard transport	0.5835	0.6809	0.5046		1.7939	
52030	Furniture moving; transporting electronic equipment	1.5056	1.5110	1.1955		3.6620	
52040	Transporting freight in tank-trucks, not specified in other units; transporting explosives, corrosive, toxic or inflammable products; transporting petroleum products	0.3064	0.2986	0.2220		0.8653	
52050	Bulk trucking; snow removal	0.4495	0.4566	0.3845		1.4153	
53010	Storage service	0.3900	0.4520	0.4033		0.9702	
53020	Wrapping or packing service with or without marketing	0.6880	0.6910	0.5748		1.5291	
60010	Operating a radio station; operating telephone lines or telephone exchanges; intercommunication services; recovering or repairing telephones; splicing telephone cables	0.0431	0.0511	0.0502		0.1145	

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
60020	Operating a television station; producing or distributing motion pictures or other audio and video material; operating a motion picture or a drive-in theater; operating an orchestra, a disco-mobile, a singing group, a theater company or a theatrical agency; leasing or renting halls; installing equipment for social dances	0.0793	0.0737	0.0717		0.1616	
60030	Cable television service; installing radio or television antennas; radio, television or cable connection work	0.2086	0.2265	0.1463		0.4324	
60040	Courier service; home small parcel delivery service	0.7536	0.8148	0.6065		1.1156	
60050	Operating a recreational centre; operating a professional sports club; operating a curling club; operating a bowling alley or a billiard parlour; operating a roller skating rink; operating a race track; operating a racket sports centre	0.1815	0.1819	0.1410		0.4455	
60060	Operating a golf course	0.2095	0.2534	0.2260		0.4836	
60070	Operating a ski centre; operating a snowmobile club	0.5046	0.6020	0.4216		1.3938	
60080	Operating an amusement park or rides, an amateur sports club, a pleasure-boating club, a shooting club, or amusement and recreational services, not specified in other units; operating a Turkish bath, a massage parlour, a bodybuilding studio, a tanning salon, a shoeshine service or a checkroom service; organizing a public festival	0.1799	0.1832	0.1383		0.2330	
61010	Generating and distributing electric power	0.0645	0.0752	0.0553		0.1166	
61020	Operating a water distribution centre, a steam distribution centre or a natural gas distribution centre; operating and maintaining a gas or an oil pipeline	0.1203	0.1640	0.0652		0.2077	
61030	Maintaining a garbage dump; disposal of industrial waste; cleaning tanks, sewers, cesspools, septic tanks or industrial facilities; renting or leasing, with maintenance, portable chemical toilets	0.5707	0.5744	0.5344		1.1773	

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
61040	Garbage collection	0.9444	1.0029	1.0279		2.2253	
62010	Transporting milk and cream; wholesaling dairy products; wholesale or retail distribution of dairy products	0.3473	0.3437	0.1667		0.9954	
62020	Wholesaling fruit, vegetables or fish	0.4814	0.5057	0.4204		1.0239	
62030	Wholesaling meat and meat products	0.5616	0.5233	0.5603		1.0099	
62040	Wholesaling meat, including cutting up and carving	1.3057	1.2085	1.0133		2.6980	
62050	Wholesaling bakery or pastry products or distributing those products, wholesale or retail; retailing imported specialties, dietetic or natural food, delicatessen, pastries or seafood products	0.2453	0.2854	0.1722		0.7953	
62060	Wholesaling food, not specified in other units	0.5797	0.5423	0.4717		0.9291	
62070	Wholesaling carbonated beverages or water; distributing carbonated beverages or water, wholesale or retail; wholesaling beer	0.7143	0.6175	0.3572		1.3677	
62090	Wholesaling toiletries or drug sundries	0.1120	0.1354	0.1108		0.2845	
62110	Operating a grocery store	0.2893	0.2808	0.1637		0.5748	
62120	Operating a convenience store with or without gasoline sales	0.1854	0.1838	0.1625		0.5840	
62130	Operating a grocery-butcher shop	0.4290	0.4067	0.3001		0.7617	
62140	Operating a butcher shop	0.5961	0.4733	0.4136		1.3395	
62150	Making and retailing bakery or pastry products	0.3026	0.4057	0.2486		0.8166	
62160	Fruit and vegetables retail business	0.3577	0.3436	0.2567		0.7711	
62170	Alcoholic beverages retail business	0.2711	0.2581	0.1979		0.3778	
62180	Operating a drugstore; operating a tobacco store; herbalist's shop; chocolate, delicacies or cookies shop, beauty products or cosmetics shop, or selling lottery tickets; operating a bus terminal or a contract post office	0.0844	0.0887	0.0589		0.2265	

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
63010	Wholesaling household, commercial or service industry furniture, or electrical household appliances; wholesaling floor coverings; leasing, wholesaling or retailing office equipment or furniture; leasing electrical household appliances or electronic household equipment	0.1447	0.1505	0.1084		0.3525	
63020	Wholesaling household dishware, pottery, glassware or similar household goods; wholesaling electronic household appliances	0.1123	0.1316	0.0893		0.3623	
63030	Wholesaling metals or alloys, including handling	0.4845	0.5107	0.3836		0.9365	
63040	Wholesaling hardware, plumbing or heating equipment and supplies, not specified in other units; wholesaling and installing safes, with or without repair; wholesaling sanitation equipment	0.1268	0.1433	0.1103		0.2653	
63050	Wholesaling or retailing lumber or building supplies; wholesaling or retailing firewood, coal or charcoal	0.4084	0.4088	0.4170		0.8391	
63060	Wholesaling doors, windows, exterior siding or garage equipment	0.4495	0.3364	0.2430		0.8951	
63070	Wholesaling or repairing farm or garden implements or equipment	0.3870	0.3577	0.2784		0.7977	
63080	Wholesaling, renting or leasing heavy machinery, with or without repair; renting or leasing handling equipment, trailers or containers	0.4279	0.4604	0.3466		0.8665	
63090	Wholesaling industrial handling equipment, with or without repair; wholesaling or repairing welding equipment	0.2997	0.2740	0.2175		0.5579	
63100	Wholesaling, renting or leasing manufacturing machinery; wholesaling, renting or leasing commercial or industrial ovens or kilns	0.1597	0.1275	0.1132		0.2769	
63110	Wholesaling, renting, leasing, installing or repairing stage or discotheque lighting equipment; wholesaling, renting, leasing, installing or repairing swimming-pool accessories; wholesaling, renting, leasing of electric or diesel engines, electric generation equipment, pumping facilities or equipment for water treatment	0.1578	0.1432	0.1550		0.3275	

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
63120	Wholesaling, renting or leasing analytic and laboratory apparatus or medical or scientific equipment, with or without repair or installation; wholesaling of electronic parts or electrical supplies; wholesaling, renting or leasing measuring, calibrating or control instruments or communication equipment other than for automobiles	0.0498	0.0563	0.0490		0.1239	
63130	Wholesaling industrial or commercial scales; wholesaling or retailing kitchen cabinets; retailing doors or windows	0.1971	0.2162	0.1556		0.4762	
64020	Vulcanizing; wholesaling and retailing tires or tubes, with or without repair or installation	0.4759	0.4929	0.4041		1.1205	
64030	Wholesaling transportation equipment or equipment parts; wholesaling or retailing new, reconditioned or used automobile parts or accessories	0.1850	0.1668	0.1581		0.3357	
64040	Wholesaling or retailing automobiles, trucks or busses with or without repair; renting or leasing automobiles with or without repair; retailing and installing automobile windows or radios; upholstering and repairing of motor vehicle seats	0.2855	0.2768	0.2057		0.5446	
64050	Retailing, renting or leasing mobile homes, snowmobiles, motorcycles, travel trailers, tent trailers, including repair or service; retailing boats, outboard motors or boating accessories; renting or leasing, including service, small craft or recreational vehicles, not specified in other units; wholesaling snowmobiles, motorcycles, boats, outboard motors, boating accessories, ship's supplies, trailers or containers; wholesaling, without repair, semitrailers, travel trailers or tent trailers	0.2776	0.2711	0.2404		0.9360	
64060	Operating a service station with or without self-service; operating an automatic car wash; washing and cleaning motor vehicles and trucks	0.3459	0.3248	0.2442		0.8180	
64070	Retailing gasoline, with or without service	0.2099	0.1683	0.1261		0.5495	
64090	Repairing motor vehicles, motor vehicle parts or industrial machinery parts, not specified in other units; motor vehicle towing service	0.5042	0.5009	0.3792		1.1919	

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
64100	Repairing motor vehicle bodies	0.4271	0.4657	0.3923		1.5228	
64110	Retailing and installing motor vehicle mufflers; repairing and installing motor vehicle suspension parts	0.6726	0.6645	0.6493		1.5255	
64120	Reclaiming and wholesaling used automobile parts and accessories	0.5110	0.4292	0.3486		0.9454	
65010	Retailing furniture, with or without household furnishings; retailing household electrical appliances, with or without electronic appliances or household electrical furnishings; retailing antique objects or furniture	0.3432	0.3027	0.2251		0.9700	
65020	Retailing or repairing sound or video equipment, electronic appliances, electrical furnishings, small (portable) electrical household appliances or electrical personal care appliances; retailing sewing machines	0.0734	0.0775	0.0635		0.2493	
65030	Retailing floor coverings	0.0823	0.1991	0.1783		0.4630	
65041	Retailing household furnishings or interior decoration accessories, not specified in other units; wholesaling piece goods, notions and other dry goods, draperies, household linen or other textile household furnishings	0.1565	0.1586	0.1631		0.4541	
65044	Retailing lighting fixtures	0.1565	0.1586	0.1631		0.4541	
66020	Wholesaling and distributing petroleum products, with or without maintenance or installation of related facilities	0.2043	0.2356	0.1869		0.5084	
66030	Wrecking automobiles; wholesaling metal waste	0.8223	0.6171	0.6250		1.9479	
66040	Selling non-metallic waste	1.0444	1.1165	1.2520		2.3753	
66050	Wholesaling or distributing newspapers, magazines, books or handbills; wholesaling paper or paper products	0.1760	0.2134	0.1516		0.5190	
66060	Wholesaling animal feeds, fertilizers, grain or cereals; wholesaling tobacco products; grain elevator service	0.2772	0.3253	0.2274		0.7093	

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
66070	Wholesaling games, toys, sporting goods and equipment; retailing, renting or leasing sporting goods and equipment, with or without service	0.1157	0.1080	0.0712		0.2440	
66080	Wholesaling chemical products or cleaning products; wholesaling or maintaining chemical fire extinguishers	0.1153	0.1330	0.1078		0.3452	
66100	Wholesaling leather or imitation-leather products not specified in other units; wholesaling footwear or garment products; retailing footwear, garments, underwear, knitting products, fabrics, yarn, sewing products, handbags, luggage or other leather or imitation-leather products; manufacturing or storing fur garments or articles; linen rental service without washing equipment; costume or ceremonial apparel rental service	0.1228	0.1342	0.1018		0.3715	
66110	Operating a department store; operating a general merchandise store; operating a general store; operating a direct consumer distributing warehouse; display services; interior decoration design service; retailing home and automobile supplies	0.3257	0.2844	0.2534		0.4912	
66120	Retailing small goods, not specified in other units; retailing paint or wallpaper; retailing or repairing musical instruments or accessories or photography equipment; retailing domestic animals; photography; wholesaling jewellery items or photography equipment and supplies	0.0978	0.0898	0.0776		0.2606	
66130	Retailing hardware products or garden supplies; retailing lawn mowers, snow blowers, chain saws or similar equipment, with repair; wholesaling or retailing trees, shrubs, plants, flowers, supplies for lawn or garden or other nursery products	0.2023	0.2309	0.1752		0.5168	
66150	Retailing lumber and building supplies with hardware	0.3317	0.3529	0.2830		0.6788	
66160	Monuments and tombstones dealer; undertaking services, with or without ambulance services; operating a cemetery	0.1910	0.2065	0.1216		0.5253	
66170	Wholesaling or retailing, installing or cleaning swimming pools; constructing and installing in-ground pools	0.2638	0.3210	0.3669		0.5907	

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
69960	Repairing, installing or maintaining production machinery	0.4769	0.4650	0.3743		1.2809	
70010	Operation of a bank, a caisse populaire or a credit union	0.0344	0.0314	0.0248		0.0862	
70020	Operating an insurance business; insurance services of the provincial administration	0.0201	0.0244	0.0152		0.0556	
70030	Operating residential or other buildings, including parking lots or parking garages; municipal housing bureau; disinfection, fumigation or extermination work	0.2215	0.2252	0.1933		0.5797	
70040	Insurance adjustment or evaluation services; operating a real estate agency; information, poll or research services; bailiff services; reprography services, typing services or other clerical work services supplied to firms or individuals	0.0644	0.0472	0.0397		0.1513	
71010	Operating a forwarding agency; freight inspection service; sales agent services; broker services not specified in other units	0.0442	0.0439	0.0392		0.1397	
71020	Operating a manpower agency; leasing the services of professional or technical personnel or other scientific or technical professionals such as draftsmen, biologists, biochemists, botanists, chemists, engineers, graphic designers and laboratory technicians, with the exception of aeronautics production or maintenance technicians; auctioneering or organizing auctions or merchandise liquidation services	0.0596	0.0614	0.0730		0.1729	
71030	Leasing truckers services, driver-delivery persons, assistant delivery persons or movers	0.8046	0.8479	0.8301		1.4773	
71040	Operating a marine agency or a marine piloting firm; International Air Transport Association or Airline Communications and Information Services; operating a news agency or an advertising agency; rental of advertising space on billboards, display boards and commercial signs; drafting or practising architecture; urban planning services or business or management consulting services; law practice (advocate's or notary's office); accounting services (accountant's office); actuarial practice; operating a travel agency or wholesale tour business; wholesaling, renting						

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
	or repairing computer systems; computer services, excluding the leasing of the services of data processing personnel; trustee in bankruptcy; taxation services or income tax return preparation services; graphic design services; insurance brokerage; operating a collection agency or a credit bureau; currency or securities brokerage, consulting or negotiation services; commodities exchanges or securities exchanges; financial institutions and financial intermediaries not specified in other units	0.0143	0.0138	0.0096		0.0447	
71050	Consulting engineer's office; energy consulting services; operating a pure or applied research laboratory; operating a laboratory for analysis and testing; agricultural research services; geotechnical studies prior to construction work; land surveyor services; interpretation of aerial photographs; archaeological research; forestry technician services	0.0407	0.0505	0.0367		0.0993	
71060	Operating a security or an investigation agency	0.1823	0.1981	0.1803		0.4043	
71070	Managing subsidiaries or branches outside Québec (head office); writing or publishing a weekly, not including printing; electronic typesetting	0.0192	0.0171	0.0121		0.0424	
71080	Leasing the services of handling maneuvers, wrappers, merchandise reception or expedition employees, warehouse employees, solderers or automobile mechanics or industrial machinery employees, technical installation or machinery maintenance personnel	2.0090	1.5508	1.3806		3.0697	
71090	Leasing the services of manufacturing industries' workers or commerce or catering or maintenance chores personnel with the exception of those mentioned in another unit	0.5613	0.3325	0.4775		0.8576	
72010	Sûreté du Québec services; detention services	0.5412	0.6046	0.4119		1.3961	
72020	Provincial administrative services not specified in other units; administration of a regional county municipality; administration of an urban community, without police services	0.0234	0.0264	0.0197		0.0486	

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
72030	Job creation programs	0.0825	0.0692	0.1578		0.1894	
72040	Provincial agriculture, fisheries, feeding, natural resources services; services relating to construction workers	0.0716	0.0577	0.0586		0.1010	
72060	Provincial recreation and sports program management services	0.0982	0.1502	0.1185		0.2053	
72070	Transportation program management services	0.1452	0.1127	0.1136		0.2386	
72080	Managing, with service, a municipality or a municipal or an intermunicipal commission, a band council, an urban community including police services	0.2982	0.2810	0.2508		0.4426	
73010	Teaching services (except universities or general and vocational colleges, and except all level student trainees); operating a private museum; operating a historic site; library services	0.0795	0.0828	0.0611		0.1341	
73020	Teaching services (student trainees)	n/a	n/a	n/a		n/a	
73030	Operating a general hospital	0.1350	0.1374	0.1220		0.1461	
73040	Operating a psychiatric hospital	0.1611	0.2000	0.1663		0.2442	
73050	Operating a home-care and extended care centre; nursing services; leasing the services of nurses or auxiliary of nurses care and therapeutics	0.4727	0.4726	0.4146		0.7134	
73060	Operating a drop-in centre; operating a rehabilitation centre for alcoholics or drug addicts; operating a social or community service agency; operating a health or social services promotion body	0.1602	0.1616	0.1433		0.5282	
73070	Operating a rehabilitation centre for the physically handicapped or the socially maladjusted	0.2018	0.2344	0.1666		0.3806	
73080	Operating a rehabilitation centre for the mentally handicapped	0.3050	0.2639	0.2243		0.5281	
73100	Operating a local community service centre	0.1310	0.1369	0.1068		0.3034	
73110	Child day-care centre	0.2853	0.3126	0.2595		0.6261	
73120	Operating a sheltered workshop; operating a work rehabilitation centre	0.6745	0.7970	0.5931		1.3177	

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
73130	Practising medicine and other specialties in the health-care field, not specified in other units; health or social services not specified in other units; hearing aid specialist's services; optometrist's services; prescription optician's services; manufacturing dentures and braces (dental laboratories); retailing orthopedic aids, wigs or hair pieces	0.0520	0.0503	0.0406		0.1680	
73140	Ambulance service	1.1494	1.0416	0.7584		1.4494	
73150	University or vocational teaching services (except student trainees)	0.0341	0.0326	0.0282		0.0538	
74010	Operating a hotel, a motel, a hotel-motel, a youth hostel, a student residence or a rooming house	0.3789	0.3979	0.3027		0.8278	
74020	Operating a hunting or fishing outfitting operation; operating or managing a hunting or fishing area; operating a camping ground, a trailer park, a vacation camp or a recreation area	0.3097	0.3629	0.3344		1.0472	
74030	Operating a brasserie or a restaurant serving meals, without delivery	0.2961	0.2761	0.2191		0.6344	
74040	Operating a brasserie or a restaurant serving meals, with delivery	0.3464	0.3282	0.2672		0.6857	
74050	Operating a cafeteria	0.3555	0.4335	0.3327		0.8020	
74060	Take-out food services	0.3808	0.3704	0.2824		0.6278	
74070	Operating a mobile canteen; catering services	0.3559	0.3630	0.3282		0.5275	
74080	Operating a tavern, a bar, a discotheque or a night club	0.1592	0.1793	0.1323		0.4253	
75010	Operating a barber shop or a hairdressing salon; operating a beauty salon	0.1133	0.1397	0.0733		0.5563	
75020	Domestic-use laundry or dry-cleaning service; clothing maintenance, pressing or repair service	0.2939	0.2599	0.2068		0.9102	
75030	Operating an industrial laundry with or without linen rental service; linen supply service, including washing	0.6335	0.5805	0.6036		1.2841	

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
75040	Commercial, industrial or residential building maintenance; carpet, rug, upholstery or fabric furniture cleaning service; lawn or shrub maintenance service; green areas fertilization services; window washing services	0.5187	0.5072	0.4642		1.1646	
76010	Veterinary services; artificial insemination services; egg candling or grading service; poultry sexing or debeaking; operating a hatchery; raising animals in laboratories	0.1963	0.1632	0.2229		0.3755	
76020	Wholesaling or operating vending machines; renting, leasing or operating coin-operated amusement machines, with or without service	0.2376	0.2179	0.1990		0.3757	
76030	Transporting animals; operating animal-drawn vehicles; wholesaling or auctioneering animals; operating a racing or horse-rental stable; operating a horseback-riding centre; operating a zoo; society for the protection of animals; raising or training pets; animal lodging and care services not specified in other units	0.4644	0.5538	0.5473		1.3806	
76040	Religious community	0.3213	0.3116	0.2624		0.6209	
76050	Managing, with service, a parish fabric, a church or a diocese; religious association or organization	0.1389	0.1256	0.0906		0.3665	
76060	Joint sector-based occupational health and safety association; association or organism, not specified in other units	0.0406	0.0381	0.0305		0.1141	
76070	Renting or leasing bleachers or podiums for special events, portable equipment or tools for industry, construction, hobbies or household activities, including service; rental or leasing of scaffolds	0.4173	0.4185	0.3588		0.8615	
76080	Oil burner and furnace maintenance service; chimney sweeping	0.3341	0.5247	0.4375		1.2202	
80020	Work done both inside and outside offices	0.0752	0.0733	0.0590		0.1164	
80030	Excavation work; assembly of fences; installation of guardrails	0.4744	0.4625	0.3723		1.2529	
80040	Blasting; drilling; soil mechanics; pile-driving and special foundations	0.7807	0.7612	0.6128		2.8662	
80050	Paving work on public roads	0.3458	0.3372	0.2714		0.8614	

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
80060	Construction of energy transmission or distribution lines; construction of energy transforming stations	0.3059	0.2983	0.2401		1.2441	
80070	Rental of cranes with operators	0.5811	0.5666	0.4561		1.9143	
80080	Erecting metal frame structures and tanks	1.1716	1.1424	0.9196		5.7049	
80100	Cement work, concrete work	0.9583	0.9344	0.7522		2.6877	
80110	Carpentry work; joinery work; indoor renovation work	0.6877	0.6706	0.5398		2.3084	
80120	Work related to indoor systems: painting work; installation of flexible coverings, installation of marble, granite, ceramics and terrazzo; plastering and jointing work; insulation work	0.5157	0.5028	0.4047		2.5840	
80130	Roofing work; exterior cladding work on buildings; installation of gutters	0.8364	0.8155	0.6564		3.8883	
80140	Masonry work	0.6269	0.6112	0.4920		3.9075	
80150	Glass work; glazing work	0.8729	0.8512	0.6852		2.9006	
80160	Millwright works; boilermaking work; plumbing and pipefitting work; pipe insulation work	0.4769	0.4650	0.3743		1.2809	
80170	Electrical work	0.4370	0.4261	0.3430		1.1776	
80180	Sheet metal work	0.8780	0.8561	0.6891		2.3197	
80190	Installation of electronic equipment, alarm or control systems	0.1723	0.1680	0.1352		0.3986	
80200	Refrigeration work, air conditioning work	0.7255	0.7075	0.5695		1.4602	
80210	Work related to mechanized transit systems	0.2910	0.2838	0.2284		1.1533	
80220	Renovation, stripping or demolition work	1.2432	1.2122	0.9758		4.6055	
80230	Landscaping work	0.9238	0.9008	0.7251		1.7616	
80240	Cleaning using sandblasting, steam jet or pressurized water	1.4683	1.4317	1.1524		3.9679	
80250	Ornamental building metal work	1.0859	1.0588	0.8523		3.7662	
80260	Installation of scaffolds	0.6877	0.6706	0.5398		2.3084	

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1996	1997	1998	1995	1996	1997
80270	Paving work other than on public roads	0.7143	0.6964	0.5606		2.3680	
90010	Work done exclusively in offices	0.0228	0.0221	0.0154		0.0715	
90020	Salespersons or sales representatives	0.0664	0.0660	0.0589		0.2099	
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Notice

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

Insurance premiums for 2000

Notice is hereby given in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that upon the expiry of 45 days following the publication of this notice, the Regulation respecting the insurance premiums for 2000 will be adopted by the Commission de la santé et de la sécurité du travail, with or without amendments.

That Regulation determines the insurance premiums to be used in calculating the retrospective adjustment of the annual assessment for 2000 that will be paid by the employers subject to that adjustment for that year under the Regulation respecting retrospective adjustment of the assessment.*

Any interested person having comments to make on 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 insurance premiums for 2000

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

1. The insurance premiums necessary for the final retrospective adjustment of the annual assessment for the assessment year 2000 shall be calculated in accordance with the table in Schedule I.

2. The premiums shall be determined by applying the percentage calculated to the part of the assessment calculated in terms of the risk, taking into account the limit applicable to the employer with respect to the assumption of the cost of benefits.

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

4. This Regulation comes into force as of 1 January 2000.

* The Regulation respecting retrospective adjustment of the assessment has been adopted by the Commission de la santé et de la sécurité du travail by Resolution A-85-98 of September 17, 1998 (1998, G.O. 2, 4156).

SCHEDULE I

TABLE OF PREMIUMS
(in percentage)

Part of the assessment in terms of the risk	Limit of the assumption (in multiple of the maximum annual insurable amount)									
	1½	2	2½	3	4	5	6	7	8	9
\$9,100										
or less	70.6	70.6	70.6	70.6	70.6	70.6	70.6	70.6	70.6	70.6
\$12,500	66.3	66.3	66.3	66.3	66.3	66.3	66.3	66.3	66.3	66.3
\$17,100	62.1	62.1	62.1	62.1	62.1	62.1	62.1	62.1	62.1	62.1
\$23,350	57.9	57.9	57.9	57.9	57.9	57.9	57.9	57.9	57.9	57.9
\$31,700	53.8	53.8	53.8	53.8	53.8	53.8	53.8	53.8	53.8	53.8
\$43,100	49.7	49.7	49.7	49.7	49.7	49.7	49.7	49.7	49.7	49.7
\$58,350	45.7	45.7	45.7	45.7	45.7	45.7	45.7	45.7	45.7	45.7
\$79,000	44.0	41.8	41.8	41.8	41.8	41.8	41.8	41.8	41.8	41.8
\$106,950	43.2	40.7	38.9	37.7	37.7	37.7	37.7	37.7	37.7	37.7
\$145,300	42.6	39.9	36.2	34.4	33.5	33.1	33.0	33.0	33.0	33.0
\$198,900	42.3	39.2	35.2	32.0	29.1	27.7	27.0	27.0	27.0	27.0
\$275,750	41.5	38.1	33.6	29.8	25.5	22.7	21.0	20.9	20.9	20.9
\$388,550	40.9	37.5	32.3	27.9	22.7	18.8	15.9	15.5	15.3	15.2
\$560,100	40.0	36.3	30.9	26.2	20.5	16.2	13.0	12.1	11.7	11.5
\$831,100	39.4	35.5	29.8	24.9	18.7	14.1	10.6	9.6	8.9	8.5
\$1,278,250	38.9	34.8	29.0	23.9	17.4	12.5	8.9	7.6	6.8	6.3
\$2,051,850	38.5	34.3	28.3	23.1	16.4	11.3	7.6	6.1	5.2	4.6
\$3,459,850	38.3	33.9	27.9	22.6	15.7	10.4	6.6	5.1	4.1	3.5
\$6,275,750	38.1	33.7	27.5	22.2	15.2	9.8	6.0	4.4	3.3	2.6
\$11,907,650	38.0	33.5	27.3	21.9	14.8	9.4	5.5	3.9	2.8	2.1
\$23,171,000										
or more	37.9	33.4	27.2	21.7	14.6	9.2	5.2	3.6	2.5	1.8

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Notice

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

Retrospective adjustment of the assessment
— Amendments

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the Regulation amending the Regulation respecting retrospective adjustment of the assessment, the text of which appears below, shall be adopted by the Commission, with or without amendment, upon the expiry of forty-five (45) days after publication of this notice.

This draft Regulation stipulates that a parent corporation which is not an employer within an employer group

formed for purposes of retrospective adjustment of the assessment, is no longer required to sign a security.

To date, study of the matter has revealed the following impact on the employers directly concerned:

— by removing the obligation, an increased number of employer group will be able to file applications requesting that they be considered a single employer for the purpose of retrospective adjustment of the assessment.

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

TREFFLÉ LACOMBE,
*Chairman of the Board of Directors and
Chief Executive Officer, of the
Commission de la santé et de la sécurité du travail*

**Regulation amending the Regulation
respecting retrospective adjustment of
the assessment***

An Act respecting industrial accidents and occupational diseases
(R.S.Q., c. A-3.001, s. 454, par. 1, subpar. 9 and 13)

1. Section 35 of the Regulation respecting retrospective adjustment of the assessment is hereby amended by deleting the last sentence in the first paragraph.

2. Section 57 of said Regulation is hereby amended by deleting the last sentence of the third paragraph.

3. Schedule 3 of said Regulation is hereby amended:

1) by replacing the words “even if not an employer” with “if it is an employer” in the first set of parentheses following the word “APPEARING”; and

2) by inserting the words “if it is an employer” after the words “parent corporation” in the first set of parentheses following the words “IN WITNESS WHEREOF”.

* The Regulation respecting retrospective adjustment of the assessment adopted by the Commission de la santé et de la sécurité du travail by Resolution A-85-98 of September 17, 1998 (1998, G.O. 2, 4156) has not been amended since it was adopted.

4. Schedule 5 of said Regulation is hereby amended by replacing the words “notwithstanding that it is not an employer” with “if it is an employer” in the second set of parentheses in the subheading appearing under “SECURITY”.

5. This Regulation takes effect as of the 2000 assessment year.

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

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Notice

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

Personalized rates — Amendments

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the Regulation amending the Regulation respecting personalized rates, the text of which appears below, shall be adopted by the Commission, with or without amendment, upon the expiry of forty-five (45) days after publication of this notice.

This draft Regulation provides for, among other things, amendment of the employer’s qualification threshold in respect of personalized rates for the year 2000 and certain parameters used in calculating the rate.

The amendment for the year 2000 allows for approximately the same number of employers qualifying for personalized rates as in 1999 to be maintained.

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

TREFFLÉ LACOMBE,
*Chairman of the Board of Directors and
Chief Executive Officer of the
Commission de la santé et de la sécurité du travail*

Regulation amending the Regulation respecting personalized rates*

An Act respecting industrial accidents and occupational diseases
(R.S.Q., c. A-3.001, s. 454, par. 1, subpar. 7)

1. The Regulation respecting personalized rates is hereby amended by replacing, following section 13 in Chapter III, the numbering of DIVISIONS II to VI with the numbering III to VII.

2. Schedule 2 of the English version of said Regulation is hereby replaced with following:

“SCHEDULE 2 (s. 5)

The apportionment percentages that apply to the exceptional units for the insurable wages in respect of an employer contemplated in the third paragraph of section 5 are as follows:

In respect of Unit 34410: 10 %
In respect of Unit 34420: 10 %
In respect of Unit 90010: 14 %
In respect of Unit 90020: 3 %
In respect of Unit 80020: 10 %”.

3. Schedule 1 of said Regulation is hereby replaced with the following which applies for the 2000 assessment year:

“SCHEDULE 1 (s. 7, 20, 21)

The qualification threshold for the year 2000 is \$960.

For the year 2000, the amount used in respect of the calculation in section 20 is \$2,800.

For the year 2000, the amount used in respect of the calculation in section 21 is \$134,400.”

4. Schedule 1, as it read before the replacement provided for in section 3 hereof, continues to apply for the 1999 assessment year.

5. This Regulation comes into force on the day of its publication in the *Gazette officielle du Québec*.

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* The Regulation respecting personalized rates, adopted by the Commission de la santé et de la sécurité du travail by Resolution A-86-98 of September 17, 1998 (1998, *G.O.* 2, 3997) has not been amended since it was adopted.

Municipal Affairs

Gouvernement du Québec

O.C. 727-99, 23 June 1999

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

Rectification of the territorial boundaries of Ville de Saint-Romuald and Ville de Saint-Nicolas and validation of acts performed by those towns

WHEREAS the territorial boundaries of Ville de Saint-Romuald and Ville de Saint-Nicolas are imprecise;

WHEREAS those towns do not know which one has jurisdiction over the territory situated in an aquatic environment at the mouth of Rivière Chaudière;

WHEREAS the territory has been administered by both towns since 1962;

WHEREAS since that date, the towns have always acted in respect of that territory as if it were theirs;

WHEREAS in accordance with section 179 of the Act respecting municipal territorial organization (R.S.Q., c. O-9), the Minister of Municipal Affairs and Greater Montréal transmitted to both towns a notice containing the proposed rectification and the validation of acts she intended to submit to the Government;

WHEREAS both towns informed the Minister of Municipal Affairs and Greater Montréal that they agreed to the proposal;

WHEREAS under sections 178 and 192 of the Act respecting municipal territorial organization, the Government may rectify the territorial boundaries of the towns to clarify them and validate their acts performed without right by them in respect of a territory not subject to their jurisdiction;

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

To rectify the territorial boundaries of Ville de Saint-Romuald and Ville de Saint-Nicolas and to validate the acts performed by both towns, as follows:

1. The description of the territorial boundaries of Ville de Saint-Nicolas comprises the territory described by the Minister of Natural Resources on 15 June 1998; the description appears as Schedule A to this Order in Council.

2. The description of the territorial boundaries of Ville de Saint-Romuald does not comprise the territory described in Schedule A.

3. The rectification has effect from 3 February 1962.

4. The acts performed by Ville de Saint-Nicolas and by Ville de Saint-Romuald with respect to the territory described in Schedule A are validated.

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

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

OFFICIAL DESCRIPTION PREPARED TO RECTIFY A PART OF THE TERRITORIAL BOUNDARIES OF VILLE DE SAINT-NICOLAS AND VILLE DE SAINT-ROMUALD, IN THE MUNICIPALITÉ RÉGIONALE DE COMTÉ DES CHUTES-DE-LA-CHAUDIÈRE

The common boundary, following the rectification, for the section comprised between the south shore of the St. Lawrence River and the centre line of the said river is described as follows: starting from the meeting point of the centre line of Rivière Chaudière and from the low tide mark of the St. Lawrence River, corresponding to the middle of the mouth of Rivière Chaudière; thence, a straight line perpendicular to the south shore of the St. Lawrence River to the centre line of the St. Lawrence River.

The aquatic territory comprised between the line described above and a straight line originating from the same meeting point and parallel to the general direction of the side boundaries of lots northwesterly to the centre line of the St. Lawrence River, is part of Ville de Saint-Nicolas.

Ministère des Ressources naturelles
Service de l'arpentage
Charlesbourg, 15 June 1998

Prepared by: JEAN-PIERRE LACROIX,
Land surveyor

N-143/3
R-141/2

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Gouvernement du Québec

O.C. 728-99, 23 June 1999

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

Rectification of the territorial boundaries of Ville de Saint-Nicolas and validation of acts performed by that town

WHEREAS a part of the territorial boundaries of Ville de Saint-Nicolas is bordered by water;

WHEREAS the aquatic territory is a part of the unorganized territory of the municipalité régionale de comté des Chutes-de-la-Chaudière;

WHEREAS the town has always acted in respect of that territory as if it belonged to it;

WHEREAS it is expedient to clarify the territorial boundaries and to validate the acts performed by the town respecting lots 747 to 752 of the cadastre of Paroisse de Saint-Nicolas;

WHEREAS in accordance with section 179 of the Act respecting municipal territorial organization (R.S.Q., c. O-9), the Minister of Municipal Affairs transmitted to the town and to the regional county municipality a notice containing the proposed rectification and the validation of acts she intended to submit to the Government;

WHEREAS the municipalities informed the Minister of Municipal Affairs that they agreed to the proposal;

WHEREAS under sections 178 and 192 of the Act respecting municipal territorial organization, the Government may rectify the territorial boundaries of the municipalities to clarify them and validate their acts performed without right by a municipality in respect of a territory not subject to its jurisdiction;

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

To rectify the territorial boundaries of Ville de Saint-Nicolas and to validate the acts performed by the town, as follows:

1. The description of the territorial boundaries of Ville de Saint-Nicolas comprises the territory described by the Minister of Natural Resources on 7 May 1998; the description appears as Schedule A to this Order in Council.

2. The description of the territorial boundaries of the municipalité régionale de comté des Chutes-de-la-

Chaudière does not comprise the territory described in Schedule A.

3. The rectification has effect from 1 January 1855.

4. The acts performed by Ville de Saint-Nicolas with respect to the territory described in Schedule A are validated.

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

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

OFFICIAL DESCRIPTION PREPARED TO RECTIFY A PART OF THE TERRITORIAL BOUNDARIES OF VILLE DE SAINT-NICOLAS, IN THE MUNICIPALITÉ RÉGIONALE DE COMTÉ DES CHUTES-DE-LA-CHAUDIÈRE

A territory located in front of Ville de Saint-Nicolas, in the Municipalité régionale de comté des Chutes-de-la-Chaudière, comprising the part of Rivière Chaudière, the islands, islets, the dam of Chutes de la Chaudière, Autoroute 20 (Jean-Lesage), corresponding, in reference to the cadastre of Paroisse de Saint-Nicolas, to lots 747 to 752, their future subdivisions and an undesignated part, the whole within the limits described hereafter, namely: starting from the meeting point of the dividing line between Rang 2 and Rang 1 of the cadastre of Paroisse de Saint-Nicolas and the left bank of Rivière Chaudière; thence, successively, the following lines and demarcations: northeasterly, the extension of the said dividing line between ranges to the centre line of Rivière Chaudière; in a general southerly direction, the centre line of the said river upstream corresponding for one part to the dividing line between the cadastre of Paroisse de Saint-Nicolas and the cadastres of the parishes of Saint-Romuald-d'Etchemin and of Saint-Jean-Chrysostome to the extension to the northeast of the dividing line between the cadastre of Paroisse de Saint-Nicolas and the cadastre of Paroisse de Saint-Étienne-de-Lauzon; southwesterly, the said extension to the left bank of Rivière Chaudière; finally, in a general northerly direction, the left bank of the said river to the starting point; the said limits define the territory to be rectified for Ville de Saint-Nicolas.

Ministère des Ressources naturelles
Service de l'arpentage
Charlesbourg, 7 May 1998

Prepared by: JEAN-PIERRE LACROIX,
Land surveyor

N-143/2

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

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