

Gazette officielle du Québec

Part 2 Laws and Regulations

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PROVINCE OF QUÉBEC

1st SESSION

36th LEGISLATURE

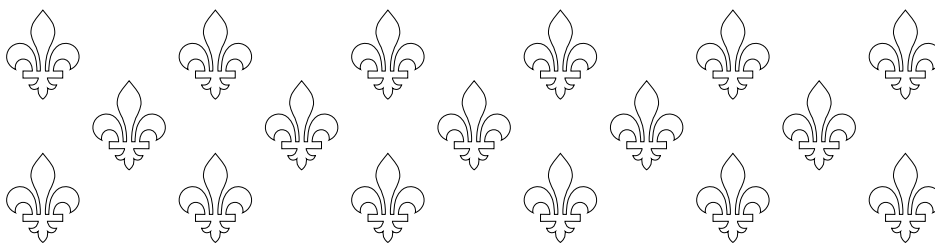
QUÉBEC, 11 NOVEMBER 1999

OFFICE OF THE LIEUTENANT-GOVERNOR*Québec, 11 November 1999*

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

- 47 An Act respecting the conditions of employment in certain sectors of the clothing industry and amending the Act respecting labour standards
- 51 An Act to amend the Public Service Act and the Act respecting the accountability of deputy ministers and chief executive officers of public bodies
- 55 An Act to amend various legislative provisions concerning municipal affairs

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



NATIONAL ASSEMBLY

FIRST SESSION

THIRTY-SIXTH LEGISLATURE

Bill 41
(1999, chapter 50)

**An Act to repeal the Grain Act and to
amend the Act respecting the marketing
of agricultural, food and fish products
and other legislative provisions**

**Introduced 12 May 1999
Passage in principle 25 May 1999
Passage 3 November 1999
Assented to 5 November 1999**

**Québec Official Publisher
1999**

EXPLANATORY NOTES

This bill transfers to the Régie des marchés agricoles et alimentaires the power to make regulations conferred on the Government by the Grain Act and repeals that Act. It amends the Dairy Products and Dairy Products Substitutes Act to entrust the Minister of Agriculture, Fisheries and Food with the responsibility of issuing the permits under that Act and to regroup the powers of the Régie under the Act respecting the marketing of agricultural, food and fish products, in particular as regards the fixing of the price of milk and the administration of the plan to ensure the solvency of milk dealers.

The bill amends the Animal Health Protection Act to transfer to the Régie the supervision of the solvency of operators of livestock auctions. The Act respecting the marketing of agricultural, food and fish products is amended to integrate the relevant provisions of the above-mentioned Acts, to introduce measures to streamline the operation of the Régie and to ensure that the wording of certain provisions is in conformity with the provisions of the Act respecting administrative justice and the Act respecting the implementation of the Act respecting administrative justice.

LEGISLATION AMENDED BY THIS BILL :

- Act respecting administrative justice (R.S.Q., chapter J-3);
- Act respecting the marketing of agricultural, food and fish products (R.S.Q., chapter M-35.1);
- Dairy Products and Dairy Products Substitutes Act (R.S.Q., chapter P-30);
- Animal Health Protection Act (R.S.Q., chapter P-42).

LEGISLATION REPEALED BY THIS BILL :

- Grain Act (R.S.Q., chapter G-1.1).

Bill 41

AN ACT TO REPEAL THE GRAIN ACT AND TO AMEND THE ACT RESPECTING THE MARKETING OF AGRICULTURAL, FOOD AND FISH PRODUCTS AND OTHER LEGISLATIVE PROVISIONS

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS :

GRAIN ACT

1. The Grain Act (R.S.Q., chapter G-1.1) is repealed.

ACT RESPECTING THE MARKETING OF AGRICULTURAL, FOOD AND FISH PRODUCTS

2. Section 12 of the Act respecting the marketing of agricultural, food and fish products (R.S.Q., chapter M-35.1) is amended by inserting the following sentence after the first sentence: “In addition, the Régie may decide that any of the matters brought before it pursuant to sections 30, 37 and 41 is to be heard and decided by two members.”

3. Section 21 of the said Act is amended by replacing “article 33 of the Code of Civil Procedure (chapter C-25) does not apply to the Régie and no extraordinary recourse provided for in articles 834 to 850 of the said Code” by “no recourse provided for in articles 33 and 834 to 846 of the Code of Civil Procedure (chapter C-25)”.

4. Section 26 of the said Act is amended by striking out “endeavour to” and replacing “problem” by “dispute”.

5. The said Act is amended by inserting the following section after section 26:

“26.1. The Régie may, with the consent of the persons who have signed a homologated agreement or the persons to whom an arbitration award applies, designate a person to hear and settle a grievance arising from the carrying out of the agreement.”

6. Section 28 of the said Act is amended by replacing “representations” in the second line of the second paragraph by “observations”.

7. Section 30 of the said Act is amended by replacing the second paragraph by the following paragraphs:

“The Régie may cancel any decision related to the carrying out of the plan administered by the board and in which the director removed from office participated.

The Régie shall, before making a decision in either case, notify the board and the director concerned in writing of its intention and allow them at least 10 days to present observations.”

8. Section 37 of the said Act is amended by striking out “and for the period” in the first line of the first paragraph.

9. Section 38 of the said Act is amended

(1) by replacing “representations” in the second line of the second paragraph by “observations”;

(2) by replacing the third paragraph by the following paragraph:

“In an emergency or to avoid irreparable harm, the Régie may designate the person or body mentioned in the first paragraph by an interim decision which it shall make public in any manner it considers appropriate. The Régie shall, as soon as possible, receive the observations of the persons to whom the plan or by-law applies, in a public sitting, before confirming, modifying or cancelling the appointment.”

10. Section 40 of the said Act is amended by adding the following paragraph after paragraph 4:

“(5) determine the conditions subject to which an activity authorized by a permit may be carried on.”

11. The said Act is amended by inserting the following sections after section 40:

“40.1. Before refusing to issue a permit, the Régie shall first notify the applicant in writing as prescribed by section 5 of the Act respecting administrative justice (chapter J-3) and allow the applicant at least 10 days to present observations.

“40.2. The Régie may, by regulation,

(1) define a substance as grain;

(2) establish grades of grain and determine the specifications, qualities and preservation conditions for the grain;

(3) prescribe the qualifications required of a person assigned to the grading or inspection of grain ;

(4) establish standards relating to the grading of grain and the manner and circumstances in which samples of grain may be taken for the purpose of grading ;

(5) determine the conditions of issue of grain grading or grain inspection certificates ;

(6) establish the construction and maintenance standards for the buildings and equipment used in the processing, storage, handling or transport of grain.

“Grain” means wheat, barley, oats, corn, rye, faba beans, soybeans, field peas or colza seed and any other substance designated as grain pursuant to the first paragraph.

“40.3. The Régie may, on the application of any interested person, designate a person to inspect grain facilities or to grade or inspect grain. After the inspection or grading, the Régie shall issue a grain grading or grain inspection certificate to the interested person.

“40.4. The Régie may, by regulation, require any person who, for remuneration, offers to producers services related to the marketing of grain to post the rate charged for each service in public view in the establishment where the person carries on such a business.

“40.5. The Régie may fix by regulation the price of any dairy product within the limits of any territory it designates. The Régie shall first invite, in the manner it considers appropriate, the interested persons to present observations according to the procedure it considers appropriate, including in a public sitting.

In making its decision, the Régie shall consider the value and nature of the product, the conditions of production, transport, processing and delivery of the product, the use made of the product by milk dealers, and the interests of producers, milk dealers, distributors and consumers.

The Régie shall also consider any regulation made under section 100.1, paragraph 7 of section 123 and paragraph 1.1 of section 124.

The Régie may establish a price, a minimum price, a maximum price or both a minimum and a maximum price in its regulation.

“40.6. The Régie may, in making a regulation, determine the provisions the contravention of which constitutes an offence.”

12. The said Act is amended by inserting the following section after section 43:

“43.1. The Régie shall, at the request of the Minister, give the Minister the opinion required by section 32 of the Dairy Products and Dairy Products Substitutes Act (chapter P-30); the opinion shall pertain to the marketing conditions that exist in the sectors of activity covered by the application, the conditions governing milk supply to processing factories and the possible effects that the issue of the permit could have for the dairy industry and consumers.”

13. Section 47 of the said Act is amended, in the French text, by replacing “requérants” in paragraph 1 by “demandeurs”.

14. Section 51 of the said Act is amended by replacing “hear representations” in the third line of the first paragraph by “receive observations”.

15. Section 52 of the said Act is amended by replacing “representations” in the first line of the first paragraph by “observations”.

16. Section 66 of the said Act is amended by adding the following sentence at the end: “The body may apply to the Régie to be exempted from the requirement of keeping separate accounting records if it carries on no activity other than the administration of the plan.”

17. Section 71 of the said Act is amended by inserting the following paragraphs after paragraph 1:

“(1.1) establish the procedure for verifying, adding, correcting or cancelling an entry in the file;

“(1.2) determine the place where the file may be kept and examined;”.

18. Section 74 of the said Act is amended by replacing “upon the” in the first line of the second paragraph by “within 60 days of the filing of the” and by replacing “whenever the Régie considers it necessary” in the second and third lines by “of a request by the Régie”.

19. Section 75 of the said Act is amended by replacing “upon the” in the first line of the second paragraph by “within 60 days of the filing of the” and by replacing “, or whenever the Régie considers it necessary” in the second and third lines by “or of a request by the Régie”.

20. The said Act is amended by inserting the following section after section 89:

“89.1. Not later than 10 days after the general meeting held in accordance with section 73, each director of a marketing board must disclose to the Régie any interest the director has, other than an interest as a producer, in the marketing of a product under the plan administered by the board.”

21. Section 101 of the said Act is amended

(1) by inserting “or a general meeting” after “board” in the first line;

(2) by inserting “in the case of a by-law made by a marketing board” after “necessary” in the fourth line.

22. Section 105 of the said Act is amended by replacing “each general meeting” in the first line of the second paragraph by “way of a resolution adopted by a majority of the producers present at each of the general meetings called for that purpose”.

23. Section 110 of the said Act is amended by striking out the second sentence of the second paragraph.

24. Section 111 of the said Act is amended by striking out the third paragraph.

25. The said Act is amended by inserting the following sections after section 111:

“111.1. The certification comes into force on the date of publication of a notice to that effect in the *Gazette officielle du Québec* or on any other date indicated therein by the Régie.

“111.2. After giving the certified association or body an opportunity to present observations, the Régie may terminate the certification for any reason it considers valid.”

26. Section 117 of the said Act is amended

(1) by replacing “is executory and” in the first line by “is in lieu of a homologated agreement; it is executory on the date indicated therein and is”;

(2) in the French text, by replacing “les” in the fourth line by “la”.

27. Section 127 of the said Act is repealed.

28. Section 140 of the said Act is amended by striking out “in the *Gazette officielle du Québec* and” in the first and second lines.

29. The said Act is amended by inserting the following section after section 140:

“140.1. The Régie may ascertain, in the manner it considers appropriate, the opinion of groups of interested persons on the proposed establishment of a chamber.”

30. The said Act is amended by inserting the following sections after section 149 :

“149.1. The Régie may, in a regulation made pursuant to section 149, allow, without invalidating any obligation imposed pursuant to paragraph 1 of section 149, any person to deposit with the Régie a guarantee of financial liability to secure payment of the amounts due to the producers for the marketing of their products.

“149.2. The Régie may make a regulation requiring security to be given in the form of an insurance policy issued by the Régie for the purpose of guaranteeing the payments of the amounts owed or that may become payable by a milk dealer to producers or to the body responsible for the administration of a joint plan.

“Milk dealer” means any person purchasing or receiving milk or cream from a producer to resell it, to convert it for commercial purposes into other dairy products or to extract by-products therefrom.

“149.3. The Régie may, in a regulation made pursuant to section 149.2,

(1) fix the security required according to the value of the products purchased or delivered to a milk dealer ;

(2) establish standards permitting the fixing of the amount or value of the products purchased or delivered to a milk dealer ;

(3) determine the qualifications required of a person applying for security in the form of an insurance policy, the requirements to be fulfilled and the information to be furnished by the person ;

(4) fix the term of the security ;

(5) determine the rates and the terms and conditions of payment of the premiums payable by milk dealers ;

(6) establish the requirements to be fulfilled by the producer or marketing board to claim against the security ;

(7) determine the maximum value of the products covered by the security.

“149.4. The Régie shall deposit the premiums collected under a regulation made pursuant to section 149.2 with the Caisse de dépôt et placement du Québec on the conditions agreed between them ; the premiums and the net revenue derived therefrom must be used exclusively for the payment of claims under the security.

“149.5. The Minister of Finance, with the authorization of the Government and on the conditions the Government determines, may advance

to the Régie the sums necessary to perform its obligations under the security referred to in section 149.2.

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

31. Section 150 of the said Act is amended by adding the following paragraph:

“No person shall act as a milk dealer without having given security in the form of an insurance policy issued pursuant to section 149.2.”

32. Section 162 of the said Act is amended by inserting “to security issued in the form of an insurance policy pursuant to section 149.2 or” after “relate” in the fourth line.

33. Section 165 of the said Act is amended

(1) by replacing “For the purposes of an investigation or public hearing, the” in the first line of the first paragraph by “The”;

(2) by replacing “the investigation or hearing” in the third and fourth lines of the first paragraph by “an investigation or any matter brought before it”.

34. Section 172 of the said Act is amended by adding “and in a farm journal having general circulation” at the end of the first paragraph.

35. Section 191.1 of the said Act is amended by replacing “third paragraph of section 111” by “second paragraph of section 111.2”.

36. The said Act is amended by inserting the following sections after section 192:

“192.1. Every person who markets grain knowing that its specifications do not correspond to the specifications entered on a grain grading or grain inspection certificate issued under section 40.3 is guilty of an offence and is liable

(1) for a first offence, to a fine of not less than \$1,000 nor more than \$20,000;

(2) for any subsequent offence, to a fine of not less than \$2,000 nor more than \$40,000.

“192.2. Every milk dealer, distributor or food retailer who sells or offers for sale milk intended for consumption at a price that the dealer, distributor or retailer knows to be lower or higher than the price fixed by the Régie pursuant to section 40.5 is guilty of an offence and is liable to the penalty provided in section 193.

“192.3. Every milk dealer, distributor or food retailer who grants to a person to whom the dealer, distributor or retailer sells or delivers a dairy product, goods, the right to obtain goods, a premium or an advantage, in consideration of the sale or delivery or of any sale or delivery including a dairy product knowing that a direct or indirect result therefrom will be a reduction in the price of the dairy product in relation to the price fixed by the Régie in accordance with this Act is guilty of an offence and is liable to the penalty provided in section 193.”

37. Section 193 of the said Act, amended by section 3 of chapter 48 of the statutes of 1998, is again amended by replacing “of a regulation of the Régie” in the third line by “a provision of a regulation of the Régie the contravention of which constitutes an offence”.

38. Section 203 of the said Act is amended by inserting “sections 28 and 40.5 and” after “pursuant to” in the fifth line.

DAIRY PRODUCTS AND DAIRY PRODUCTS SUBSTITUTES ACT

39. Section 1 of the Dairy Products and Dairy Products Substitutes Act (R.S.Q., chapter P-30) is amended

- (1) by striking out paragraphs *k* and *m*;
- (2) by replacing “Board” in paragraph *n* by “Minister”;
- (3) by striking out paragraph *p*.

40. Section 4 of the said Act is repealed.

41. Section 5 of the said Act is amended by replacing “Board” in the third line by “Minister”.

42. Section 6 of the said Act is amended by replacing “Board” in the first line by “Minister” and by replacing “It” in the third line by “The Minister”.

43. Section 7 of the said Act is amended by replacing “the Board” in the second line of the second paragraph and “it” in the third line by “the Minister”.

44. Section 10 of the said Act is amended by replacing “The Board shall issue the permit contemplated in section 8 or 9 and it” in the first line by “The Minister shall issue the permit referred to in section 8 or 9 and”.

45. Section 11 of the said Act is amended by replacing “Board” in the third line by “Minister”.

46. Section 12 of the said Act is amended by replacing “Board” in the second line of the first paragraph by “Minister”.

47. Sections 13 to 22 of the said Act are repealed.
48. Section 24 of the said Act is amended by replacing “Board” in the fourth line by “Minister”.
49. Section 25 of the said Act is amended
- (1) by replacing “Board” in the first line by “Minister”;
 - (2) by replacing “It” in the third line by “The Minister”.
50. Section 31 of the said Act is amended by replacing “Board” in the second line by “Minister”.
51. Section 32 of the said Act is amended
- (1) by replacing “Board” in the first line by “Minister”;
 - (2) by adding the following paragraph:

“The Minister shall not, however, issue the permit provided for in section 3 unless the Minister has obtained a favourable opinion from the Régie des marchés agricoles et alimentaires du Québec concerning the particulars mentioned in section 43.1 of the Act respecting the marketing of agricultural, food and fish products (chapter M-35.1).”
52. Section 33 of the said Act is amended
- (1) by striking out the first paragraph;
 - (2) by replacing “The Board may prescribe any conditions which it sees fit” in the first line of the second paragraph by “The Minister may, when issuing a permit, prescribe any conditions which the Minister considers appropriate”.
53. Section 35 of the said Act is amended
- (1) by replacing “Board” in the first line by “Minister”;
 - (2) by striking out paragraph *d*.
54. Section 36 of the said Act is amended by replacing “Board” in the first line by “Minister”.
55. Section 37 of the said Act is amended by replacing “Board shall cause such publicity to be given to its” in the first line by “Minister shall cause such publicity to be given to the” and by replacing “it” in the second line by “the Minister”.

56. Sections 38, 38.1, 39 and 41 of the said Act are repealed.

57. Section 42 of the said Act is amended by replacing paragraph *u* by the following paragraph :

“(u) prescribe the preparation of registers, reports or other documents and the communication thereof to the Minister;”.

58. Sections 43 to 47 of the said Act are repealed.

59. Section 49.1 of the said Act is amended

(1) by striking out “and every syndicate whose certification is revoked” in the first and second lines ;

(2) by replacing “Board” in the second line by “Minister”.

60. Section 50 of the said Act is amended by replacing the second paragraph by the following paragraph :

“In the case of an infringement of subsection 2 of section 2 or section 28, the maximum fine shall be imposed.”

61. Section 51 of the said Act is amended by striking out “, section 21” and “, 21” in the first line of the first paragraph and the first line of the second paragraph, respectively.

62. Sections 52, 52.1 and 54 of the said Act are repealed.

63. Section 55 of the said Act is amended by striking out “and, in the case of an infringement relating to the price of milk, that he discharged the employee as soon as he learned of the infringement” in the third, fourth and fifth lines of the first paragraph.

64. Sections 60.1 to 62 of the said Act are repealed.

ANIMAL HEALTH PROTECTION ACT

65. Sections 42 and 43 of the Animal Health Protection Act (R.S.Q., chapter P-42) are repealed.

66. Section 45 of the said Act is amended by striking out subparagraphs *h*, *j* and *k* of the first paragraph.

67. Section 55.44 of the said Act is amended by replacing “, 41, 42 or 43” in the first and second lines of the first paragraph by “or 41”.

ACT RESPECTING ADMINISTRATIVE JUSTICE

68. Paragraph 9.1 of Schedule IV to the Act respecting administrative justice (R.S.Q., chapter J-3) is struck out.

TRANSITIONAL PROVISIONS

69. Unless the context indicates otherwise, a reference in any regulation, by-law, contract or other document to the Grain Act or to any of its provisions is a reference to the Act respecting the marketing of agricultural, food and fish products or to the corresponding provision of that Act.

70. The Regulation respecting grain (R.R.Q., 1981, chapter G-1.1, r.1) made pursuant to section 58 of the Grain Act is deemed to have been made by the Régie des marchés agricoles et alimentaires du Québec. The regulation continues to apply until it is repealed or replaced by a regulation made pursuant to the Act respecting the marketing of agricultural, food and fish products.

71. The permits issued by the Régie des marchés agricoles et alimentaires du Québec pursuant to section 24 of the Grain Act are deemed to have been issued pursuant to section 40 of the Act respecting the marketing of agricultural, food and fish products.

The permits issued by the Régie pursuant to sections 3, 8, 9, 11, 12 and 23 of the Dairy Products and Dairy Products Substitutes Act are deemed to have been issued by the Minister of Agriculture, Fisheries and Food.

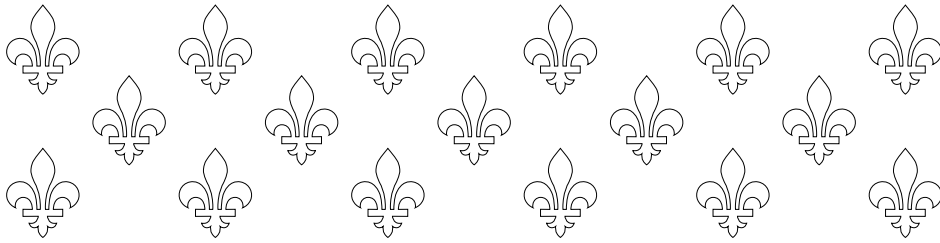
72. The orders made by the Régie des marchés agricoles et alimentaires du Québec pursuant to section 38 of the Dairy Products and Dairy Products Substitutes Act remain effective until they are repealed or replaced by a regulation made pursuant to the Act respecting the marketing of agricultural, food and fish products.

73. The Regulation respecting the guarantee policy for payment of milk and cream (R.R.Q., 1981, chapter P-30, r.11) made pursuant to section 41 of the Dairy Products and Dairy Products Substitutes Act continues to apply until the regulation is repealed or replaced by a regulation made pursuant to the Act respecting the marketing of agricultural, food and fish products.

74. Sums collected by the Régie pursuant to Division V of the Dairy Products and Dairy Products Substitutes Act become sums referred to in section 149.4 of the Act respecting the marketing of agricultural, food and fish products.

75. In the regulations made pursuant to section 42 of the Dairy Products and Dairy Products Substitutes Act, any reference to the Régie des marchés agricoles et alimentaires du Québec is a reference to the Minister of Agriculture, Fisheries and Food.

76. This Act comes into force on 5 November 1999, except the provisions of section 30 where it enacts sections 149.2 to 149.5 of the Act respecting the marketing of agricultural, food and fish products, section 31, section 47 where it repeals sections 19 to 22 of the Dairy Products and Dairy Products Substitutes Act, sections 61, 65 to 67 and 74 which come into force on the date or dates to be fixed by the Government.



NATIONAL ASSEMBLY

FIRST SESSION

THIRTY-SIXTH LEGISLATURE

Bill 47
(1999, chapter 57)

**An Act respecting the conditions of
employment in certain sectors of the
clothing industry and amending the
Act respecting labour standards**

**Introduced 13 May 1999
Passage in principle 25 May 1999
Passage 9 November 1999
Assented to 11 November 1999**

**Québec Official Publisher
1999**

EXPLANATORY NOTES

This bill extends the term of the collective agreement decrees in force in four sectors of the clothing industry to 30 June 2000. After that date, the Government may prescribe, by regulation, minimum labour standards applicable to those sectors of the clothing industry for a transition period not exceeding eighteen months.

After the two-year transition period, the Government may prescribe labour standards that will be applicable to the four sectors of the clothing industry presently covered by the collective agreement decrees. The standards may relate to the minimum wage, the standard workweek, statutory holidays, annual leave, meal periods and leave for family events.

In addition, the bill provides that the Commission des normes du travail must establish a specific program for the monitoring of the clothing industry and that the Commission must consult a representative body in that respect. For the purposes of the program, the Commission is empowered to impose an additional contribution on employers in the clothing industry.

Lastly, the bill includes provisions designed to finance the deficit of the vacation fund in the women's clothing industry.

Bill 47

AN ACT RESPECTING THE CONDITIONS OF EMPLOYMENT IN CERTAIN SECTORS OF THE CLOTHING INDUSTRY AND AMENDING THE ACT RESPECTING LABOUR STANDARDS

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS :

ACT RESPECTING LABOUR STANDARDS

1. Section 29 of the Act respecting labour standards (R.S.Q., chapter N-1.1) is amended

(1) by inserting the following paragraph after paragraph 3 :

“(3.1) require an employer or every employer of a category of clothing industry employers it indicates who would be covered by a decree referred to in the third paragraph of section 39.0.2 had the decree not expired, to transmit to the Commission, in accordance with the procedure and frequency and during the period it determines, a report containing the particulars required under paragraph 3 it indicates and any other information deemed useful in the application of this Act or the regulations;”;

(2) by replacing “the rate” in the first line of paragraph 7 by “the rates”.

2. Section 39.0.2 of the said Act is amended by adding the following paragraphs at the end :

“Every employer subject to contribution who would be governed by a decree referred to in the third paragraph, had the decree not expired, shall, in respect of a calendar year, pay to the Minister of Revenue a supplementary contribution equal to the product obtained by multiplying, by the rate fixed for that purpose by a regulation under paragraph 7 of section 29, that portion of any amount referred to in the first paragraph on which the employer is required to pay the contribution provided for therein and which, had the decree not expired, would come under paragraph 3 of the definition of “remuneration subject to contribution” in the first paragraph of section 39.0.1.

The decrees referred to in the second paragraph are

(1) the Decree respecting the men’s and boys’ shirt industry (R.R.Q., 1981, c. D-2, r.11);

(2) the Decree respecting the women's clothing industry (R.R.Q., 1981, c. D-2, r.26);

(3) the Decree respecting the men's clothing industry (R.R.Q., 1981, c. D-2, r.27);

(4) the Decree respecting the leather glove industry (R.R.Q., 1981, c. D-2, r.32).

For the purposes of this chapter, the contribution of an employer subject to contribution means the contribution payable under the first paragraph and, where applicable, the contribution payable under the second paragraph."

3. The said Act is amended by inserting the following division after section 92:

“DIVISION VIII.1

“LABOUR STANDARDS IN THE CLOTHING INDUSTRY

“92.1. The Government may, by regulation, in respect of all employers and employees in the clothing industry that would be covered by a decree referred to in the third paragraph of section 39.0.2 had the decree not expired, fix labour standards respecting the following matters:

(1) the minimum wage, which may be established on a time basis, a production basis or any other basis;

(2) the standard workweek;

(3) paid statutory general holidays and the indemnity relating to such holidays, which may be established on a production basis or any other basis;

(4) the duration of an employee's annual leave, established according to the employee's uninterrupted service with the same employer, and the division of and indemnity relating to the leave;

(5) the duration of the meal period, with or without pay;

(6) the number of days during which an employee may be absent, with or without pay, for family events referred to in sections 80 and 80.1.

For the purposes of this Act, sections 63 to 66, 71.1, 73, 75 to 77 and 80.2 shall be read with reference to the provisions prescribed pursuant to the first paragraph, with the necessary modifications.

“92.2. To establish the labour standards referred to in section 92.1, the Minister may consult a body the Minister considers to be representative.

If the body fails to transmit its recommendations concerning such labour standards to the Minister within six months after the date of coming into force of a regulation under section 158.1, that responsibility becomes the responsibility of the Commission, which in such a case shall transmit its recommendations to the Minister within the three following months.

“92.3. The Commission shall establish a specific program for the monitoring of compliance with the labour standards applicable in the clothing industry and, in that respect, shall consult the body considered to be representative by the Minister under section 92.2.

“92.4. The body considered to be representative may, on its own initiative, propose to the Minister standards to be established under section 92.1 and propose to the Commission intervention priorities regarding the monitoring of the clothing industry.”

4. The said Act is amended by inserting the following sections after section 158:

“158.1. The Government may, by regulation, determine minimum conditions of employment respecting the matters listed in section 92.1 applicable, until the coming into force of a regulation made under that section but for a period not exceeding 18 months beginning on 1 July 2000, to employees who perform work which, had it been performed before that date, would have been within the fields of activity covered by one of the decrees listed in the third paragraph of section 39.0.2. The minimum conditions of employment respecting the matters listed in subparagraphs 1, 2 and 4 of the first paragraph of section 92.1 may vary according to the factors specified for those matters in any of such decrees. In addition, the hours of the standard workweek may be distributed as provided for in any of such decrees.

The Government may also, by regulation, prescribe any provision it considers expedient in order to harmonize the minimum conditions of employment applicable to the employees where such conditions vary from one decree to another, in particular a variation in the duration of the reference year provided for in section 66.

For the purposes of this Act, the minimum conditions of employment determined under this section are deemed to be labour standards, and sections 63 to 66, 71.1, 73, 75 to 77 and 80.2 shall be read with reference to the provisions prescribed pursuant to the first and second paragraphs, with the necessary modifications.

“158.2. Where the nature of the work performed by an employee gives rise to a difficulty in the application of the minimum conditions of employment determined under section 158.1, the Commission may refer the difficulty to a single arbitrator as if it were a case of double coverage under the Act respecting collective agreement decrees (chapter D-2), and the provisions of sections 11.4 to 11.9 of that Act apply, with the necessary modifications.”

TRANSITIONAL AND FINAL PROVISIONS

5. The following collective agreement decrees are extended until 30 June 2000:

(1) the Decree respecting the men's and boys' shirt industry (R.R.Q., 1981, c. D-2, r.11);

(2) the Decree respecting the women's clothing industry (R.R.Q., 1981, c. D-2, r.26);

(3) the Decree respecting the men's clothing industry (R.R.Q., 1981, c. D-2, r.27);

(4) the Decree respecting the leather glove industry (R.R.Q., 1981, c. D-2, r.32).

6. The Decree respecting the women's clothing industry is amended by striking out

(1) section 8.02, effective 1 March 2000;

(2) section 8.03, effective 11 March 2000.

7. Notwithstanding the expiry of the Decree respecting the women's clothing industry, an employee to whom an employer has credited sums as compulsory annual vacation pay between 1 March 1999 and 29 February 2000 is entitled to payment during the year 2000 of annual vacation pay equal to 8% of the monthly earnings reported in respect of the employee, for that period, to the joint committee responsible for monitoring and ensuring compliance with the decree, provided the vacation indemnities have been collected as provided in section 8.03 of the decree.

The joint committee shall pay to such an employee, not later than 8 July 2000, vacation pay equal to 6% of those earnings, and, not later than 8 December 2000, the Commission des normes du travail shall pay to the employee vacation pay equal to 2% of the same earnings.

In the case of the death of such an employee, the payments may be made at any time, upon request, to the employee's heirs.

8. Every employer bound in November 1999 by the Decree respecting the women's clothing industry must send to the joint committee referred to in section 7 at the same time as its monthly pay report, on the tenth day of each month for the preceding month, a sum equal to 1.85% of the gross wages earned by each employee covered by the decree for the period from 1 March 2000 to 30 June 2000, to finance the deficit arising from the compulsory annual vacation provided for in the decree.

For the same purpose and for the period from 1 July 2000 to 28 February 2001, every employer referred to in the first paragraph must also send to the Commission des normes du travail, on the tenth day of each month for the preceding month, a sum equal to 1.85% of the gross wages earned by each employee who would have been covered by the Decree respecting the women's clothing industry had the decree not expired.

For the purposes of the Act respecting collective agreement decrees (R.S.Q., chapter D-2) and the Act respecting labour standards, the obligations imposed by this section are deemed to be obligations imposed by the Decree respecting the women's clothing industry and the Act respecting labour standards, respectively.

For the purposes of applying the first paragraph and the Regulation respecting the monthly report of the Ladies' Clothing Joint Commission (O.C. 359-93 dated 17 March 1993) in respect of an employer referred to in that paragraph, the Decree respecting the women's clothing industry is deemed to subsist until 11 July 2000.

9. Notwithstanding the expiry on 30 June 2000 of the Decree respecting the women's clothing industry, the funds kept in trust until that date by the joint committee referred to in section 7 for the compulsory annual vacation pay provided for in the decree and the sums collected pursuant to section 8 or for the purposes of the compulsory annual vacation pay of the employees who were covered by the decree shall continue to be kept in trust and shall be allocated exclusively to payment of the annual vacation pay provided for in section 7.

Immediately after making the payments provided for in the second paragraph of that section, the joint committee shall transfer any balance of the funds to the Commission des normes du travail. It shall also remit to the Commission, upon receipt, any sum it collects thereafter pursuant to section 8 or for the purposes of the compulsory annual vacation pay of the employees who were covered by the decree.

10. As soon as the transfer of funds provided for in the second paragraph of section 9 has been completed, the Commission des normes du travail shall assume the obligations of the joint committee referred to in section 7 as regards payment of the compulsory annual vacation pay which, before 1 July 2000, had been provided for in the Decree respecting the women's clothing industry. The funds and sums transferred to the Commission and the sums collected by the Commission pursuant to section 8 become funds kept in trust by the Commission for the sole purpose of paying that vacation pay and making the payments provided for in section 7, and subparagraph *o* of the second paragraph of section 22 of the Act respecting collective agreement decrees does not apply to such funds and sums.

The Minister of Labour shall allocate, out of the remaining property referred to in section 27 of the Act respecting collective agreement decrees, the sums

required to provide for the vacation pay and payments referred to in the first paragraph if the funds kept in trust by the Commission are insufficient. Not later than three years after the transfer of funds provided for in the second paragraph of section 9, any balance of the funds kept in trust shall be remitted to the Minister who may allocate the funds as if they were the remaining property referred to in section 27 of the Act respecting collective agreement decrees.

11. The employees of a joint committee responsible for monitoring and ensuring compliance with a decree referred to in section 5 who, on 13 May 1999, were assigned to inspection activities and who are covered by a decision of the Conseil du trésor shall become employees of the Commission des normes du travail, subject to the terms and conditions provided for in the decision. The employees transferred are deemed to have been appointed in accordance with the Public Service Act (R.S.Q., chapter F-3.1.1) and shall be remunerated accordingly.

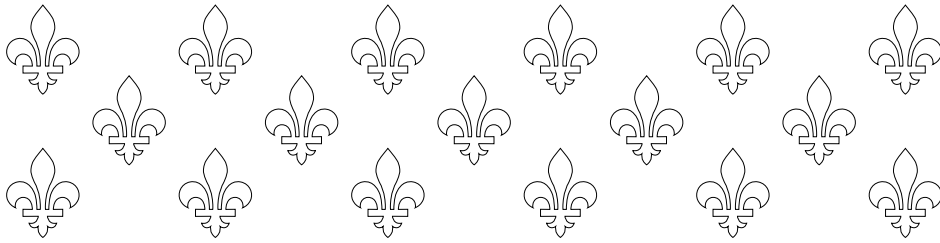
The Conseil du trésor may determine rules, standards or policies with respect to the classification, the determination of salary rates, permanent tenure or any other condition of employment applicable to employees transferred under the first paragraph.

12. On 1 July 2000, the records and other documents of a joint committee referred to in section 11 that are required by the Commission des normes du travail for the exercise of the responsibilities entrusted to it by this Act and the Act respecting labour standards become records and documents of the Commission.

13. The Minister of Labour shall, not later than 30 June 2004, report to the Government on the application of section 92.1 of the Act respecting labour standards, enacted by section 3 of this Act. The report shall be prepared in collaboration with the Minister of Industry and Trade.

The report shall be tabled in the National Assembly by the Minister of Labour within the next 30 days or, if the Assembly is not sitting, within 30 days of resumption.

14. This Act comes into force on 11 November 1999.



NATIONAL ASSEMBLY

FIRST SESSION

THIRTY-SIXTH LEGISLATURE

Bill 51
(1999, chapter 58)

**An Act to amend the Public Service Act
and the Act respecting the accountability
of deputy ministers and chief executive
officers of public bodies**

**Introduced 13 May 1999
Passage in principle 28 May 1999
Passage 11 November 1999
Assented to 11 November 1999**

**Québec Official Publisher
1999**

EXPLANATORY NOTES

This bill amends the Public Service Act to allow the appointment of a public servant from among all the candidates declared qualified following a competition, thereby eliminating the grouping of candidates into levels.

The bill also amends the Public Service Act to compel government departments and bodies to give an account, under a special heading in their annual reports, of the results achieved in relation to the objectives of applicable affirmative action programs and programs designed to ensure the hiring of handicapped persons and in relation to the hiring objectives determined by the Conseil du trésor as regards the various components of Québec society.

Lastly, the bill amends the Act respecting the accountability of deputy ministers and chief executive officers of public bodies to specify that the results achieved in relation to such objectives are among the subjects that may be discussed in parliamentary committee pursuant to that Act.

LEGISLATION AMENDED BY THIS BILL :

- Public Service Act (R.S.Q., chapter F-3.1.1);
- Act respecting the accountability of deputy ministers and chief executive officers of public bodies (R.S.Q., chapter I-4.1).

Bill 51

AN ACT TO AMEND THE PUBLIC SERVICE ACT AND THE ACT RESPECTING THE ACCOUNTABILITY OF DEPUTY MINISTERS AND CHIEF EXECUTIVE OFFICERS OF PUBLIC BODIES

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS :

PUBLIC SERVICE ACT

1. Section 50 of the Public Service Act (R.S.Q., chapter F-3.1.1) is replaced by the following section :

“50. A competition leads to the preparation of a list of the candidates declared qualified.”

2. Section 50.1 of the said Act is amended by striking out “candidates declared qualified in a competition may be grouped into levels and” in subparagraph 5 of the first paragraph.

3. Section 53 of the said Act is replaced by the following section :

“53. Following a competition, the appointment of a public servant is made by selecting a person from among the persons included in the list of candidates declared qualified.

Where a list of candidates declared qualified includes a candidate to whom an affirmative action program or a program designed to ensure the hiring of handicapped persons applies, the Deputy Minister or the chief executive officer of the public body must take the objectives of the program into consideration. The hiring objectives determined by the Conseil du trésor as regards the various components of Québec society must also be taken into consideration.”

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

“53.1. The annual report of a department or body must include, under a special heading, an account of the results achieved in relation to the objectives of any affirmative action program or program designed to ensure the hiring of handicapped persons applicable to the department or body and in relation to the hiring objectives as regards the various components of Québec society.”

ACT RESPECTING THE ACCOUNTABILITY OF DEPUTY MINISTERS
AND CHIEF EXECUTIVE OFFICERS OF PUBLIC BODIES

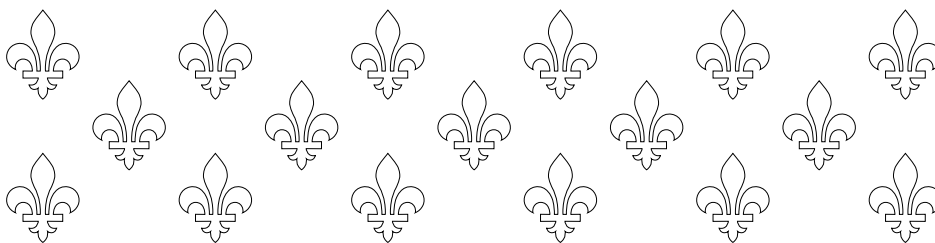
5. Section 8 of the Act respecting the accountability of deputy ministers and chief executive officers of public bodies (R.S.Q., chapter I-4.1) is amended by inserting “, including the results achieved in relation to the objectives of any affirmative action program or program designed to ensure the hiring of handicapped persons applicable to the department or body and in relation to the hiring objectives determined by the Conseil du trésor as regards the various components of Québec society,” after “management” in the fourth line of the second paragraph.

TRANSITIONAL AND FINAL PROVISIONS

6. Section 53 of the Public Service Act, as it read before its replacement by section 3, shall continue to apply with respect to appointments made from a list of candidates declared qualified having taken effect before 11 November 1999.

7. Section 53.1 of the Public Service Act, enacted by section 4, has effect in respect of annual reports covering a period that begins after 31 March 1999.

8. This Act comes into force on 11 November 1999.



NATIONAL ASSEMBLY

FIRST SESSION

THIRTY-SIXTH LEGISLATURE

Bill 55
(1999, chapter 59)

An Act to amend various legislative provisions concerning municipal affairs

Introduced 13 May 1999
Passage in principle 1 June 1999
Passage 9 November 1999
Assented to 11 November 1999

Québec Official Publisher
1999

EXPLANATORY NOTES

The object of this bill is to grant new powers to municipalities and supramunicipal bodies or to clarify the scope of powers they currently exercise. In that regard, the bill amends several Acts that concern municipal affairs.

The bill empowers local municipalities, regional county municipalities, intermunicipal boards, urban communities, Northern villages, the Kativik Regional Government and public transit corporations to obtain movable property and certain services from or through the General Purchasing Director of the Government. Where such a means of acquisition is authorized, those municipalities and municipal bodies are exempted from the obligation to observe the rules applicable with respect to calls for public tenders or invitations to tender.

The bill clarifies the powers of the regional county municipalities and urban communities in respect of regional parks. Under the bill, a corridor for recreational and sports activities is considered to be a regional park, and that legislative status is declaratory.

The bill amends the Act respecting municipal industrial immovables to allow a municipality to borrow from its working fund any sum required to cover its expenses relating to municipal industrial immovables and industrial rental buildings. It also amends that Act to specify that a local municipality's power to grant a subsidy to a non-profit body so as to assist the body in operating an industrial rental building and its power to become surety for such a body may be exercised upon the construction of such a building or upon the conversion of an immovable into such a building.

The bill amends the Act respecting the remuneration of elected municipal officers by abolishing the obligation imposed on a local municipality to obtain the approval of the qualified voters in order to bring into force a by-law allowing compensation to be paid to council members for any loss of income sustained by them in the performance of their duties in exceptional circumstances.

The bill amends several other Acts concerning municipal affairs, in particular to abolish the obligation for the body responsible for assessment to obtain the authorization of the Minister of Municipal Affairs and Greater Montréal in order to defer the deposit of the

roll; to provide that expenditures incurred as a result of a court transaction need not be accompanied with a certificate from the treasurer; to confer on municipalities new powers in relation to environment rehabilitation; to grant to intermunicipal boards the power to decide, by a majority of two-thirds of the votes cast, to use a surplus in a fiscal period for any purpose within their jurisdiction; to permit Northern villages to allocate additional remuneration to the person holding the office of acting mayor; to provide that the rate of compensation for municipal services which may be imposed by a local municipality in respect of a regional park belonging to a supramunicipal body may not exceed \$0.50 per \$100 of assessment; to grant to the Communauté urbaine de Québec the power to entrust the management of its bicycle paths to a non-profit body; to establish a rule allowing certain waste management system agreements to be continued after 8 May 1999; to confer on the Communauté urbaine de l'Outaouais the power to apportion its expenses according to any criteria other than fiscal potential; and to allow the Municipalité régionale de comté de Caniapiscau to hold sittings of its council by telephone or other means of communication.

The bill amends the Building Act to provide that a mixed enterprise company in the municipal sector may hold a contractor's licence in cases where such a licence is required for the performance of its activities.

The bill amends the Act respecting the Régie des installations olympiques to enable the board to alienate, with the authorization of the Government and subject to the terms and conditions determined by the Government, an immovable forming part of the olympic installations.

The bill amends the Charter of the city of Montréal to confer on the city additional powers in relation to its day-to-day management. It also incorporates into the Charter certain provisions relating to the replacement of a member of the executive committee and the functions of the associate councillors of the executive committee.

Lastly, the bill amends the Act respecting safety in sports to grant protection from prosecution to the persons authorized under that Act to perform specific acts. As well, it amends that Act to enable the Minister responsible for its administration to pay compensation to the non-profit organization entrusted with the responsibility for qualification of underwater divers and instructors.

LEGISLATION AMENDED BY THIS BILL :

- Building Act (R.S.Q., chapter B-1.1);
- Cities and Towns Act (R.S.Q., chapter C-19);
- Municipal Code of Québec (R.S.Q., chapter C-27.1);
- Act respecting the Communauté urbaine de l'Outaouais (R.S.Q., chapter C-37.1);
- Act respecting the Communauté urbaine de Montréal (R.S.Q., chapter C-37.2);
- Act respecting the Communauté urbaine de Québec (R.S.Q., chapter C-37.3);
- Act respecting municipal and intermunicipal transit authorities (R.S.Q., chapter C-70);
- Act respecting municipal taxation (R.S.Q., chapter F-2.1);
- Act respecting municipal industrial immovables (R.S.Q., chapter I-0.1);
- Act respecting the Régie des installations olympiques (R.S.Q., chapter R-7);
- Act respecting safety in sports (R.S.Q., chapter S-3.1);
- Act respecting the Service des achats du gouvernement (R.S.Q., chapter S-4);
- Act respecting the remuneration of elected municipal officers (R.S.Q., chapter T-11.001);
- Act respecting Northern villages and the Kativik Regional Government (R.S.Q., chapter V-6.1);
- Charter of the city of Montréal (1959-60, chapter 102);
- Act respecting the Société de transport de la Ville de Laval (1984, chapter 42);
- Act respecting the Société de transport de la rive sud de Montréal (1985, chapter 32).

Bill 55

AN ACT TO AMEND VARIOUS LEGISLATIVE PROVISIONS CONCERNING MUNICIPAL AFFAIRS

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS :

BUILDING ACT

1. Section 47 of the Building Act (R.S.Q., chapter B-1.1) is amended by adding “or to a mixed enterprise company established in accordance with the Act respecting mixed enterprise companies in the municipal sector (1997, chapter 41)” at the end of the second paragraph.

CITIES AND TOWNS ACT

2. Section 468.45 of the Cities and Towns Act (R.S.Q., chapter C-19) is amended

(1) by striking out “or” in subparagraph 1 of the second paragraph;

(2) by adding the following subparagraph after subparagraph 2 of the second paragraph:

“(3) be used for any purpose within the jurisdiction of the management board as determined by the board of directors by a majority of two-thirds of the votes cast.”

3. Section 468.51 of the said Act is amended by replacing “573.3.1” in the fourth line of the first paragraph by “573.3.2”.

4. Section 477.1 of the said Act is amended by adding “or that authorizes the conclusion of a transaction” at the end of the third paragraph.

5. The said Act is amended by inserting the following sections after section 542.5:

“542.5.1. The council may, by by-law, adopt an environmental restoration program, in particular for soil decontamination or restoration, to apply in all or part of the territory of the municipality. It may, on the conditions it determines, order that the municipality grant a subsidy for work relating to an immovable consistent with that program. In no case may the amount of the subsidy exceed the actual cost of the work.

The municipality may, with the consent of the owner, carry out on an immovable any work required within the framework of such a program.

“542.5.2. The council may, on the conditions it determines, order that the municipality be the settlor of a social trust to be constituted for environmental purposes in the territory of the municipality. It may also give to such a trust the mandate to see to the carrying out of work relating to an immovable and resulting from a program referred to in section 542.5.1.”

6. Section 542.6 of the said Act is amended by replacing “and 542.5” in the first and second lines of the first paragraph by “to 542.5.2”.

7. Section 542.7 of the said Act is amended by replacing “, 542.4 and 542.5” in the first line by “and 542.4 to 542.5.2”.

8. The said Act is amended by inserting the following section after section 573.3.1:

“573.3.2. A municipality may obtain any movable property from or through the General Purchasing Director designated under section 3 of the Act respecting the Service des achats du gouvernement (chapter S-4). A municipality may also obtain any service through the General Purchasing Director acting within a mandate entrusted to the General Purchasing Director by the Government under section 4.1 of that Act.

To the extent that the terms of any agreement on the opening of public procurement applicable to the municipality are observed, sections 573 and 573.1 do not apply to contracts entered into by the municipality with or through the General Purchasing Director in accordance with the regulations under the Financial Administration Act (chapter A-6).”

9. Section 573.4 of the said Act is amended by replacing “573.3.1” in the first line by “573.3.2”.

MUNICIPAL CODE OF QUÉBEC

10. The Municipal Code of Québec (R.S.Q., chapter C-27.1) is amended by inserting the following article after article 164:

“164.1. To the extent that all the members consent thereto, any member of the council of Municipalité régionale de comté de Caniapiscau may participate, deliberate and vote at a sitting of the council by telephone or other means of communication that permits all persons participating or present at the sitting to hear one another.

The members of the council may avail themselves of that right only if the secretary-treasurer of the municipality and the person presiding at the sitting are present at the place where the council is sitting.

The minutes of the sitting shall indicate the name of every member of the council who participated by telephone or other means of communication, and be ratified by the council at the next regular sitting.

The members of the council who avail themselves of the right provided for in this section are deemed to be present at the sitting.”

11. Article 614 of the said Code is amended

(1) by striking out “or” in subparagraph 1 of the second paragraph;

(2) by adding the following subparagraph after subparagraph 2 of the second paragraph:

“(3) be used for any purpose within the jurisdiction of the management board as determined by the board of directors by a majority of two-thirds of the votes cast.”

12. Article 620 of the said Code is amended by replacing “573.3.1” in the fourth line of the first paragraph by “573.3.2”.

13. Article 688 of the said Code is amended by replacing the third paragraph by the following paragraph:

“For the purposes of this article and articles 688.1 to 688.4, a natural area or a corridor for recreational and sports activities is considered to be a park. Ville de Laval and Ville de Mirabel are considered to be regional county municipalities.”

14. The said Code is amended by inserting the following article after article 938.1:

“938.2. A municipality may obtain any movable property from or through the General Purchasing Director designated under section 3 of the Act respecting the Service des achats du gouvernement (chapter S-4). A municipality may also obtain any service through the General Purchasing Director acting within a mandate entrusted to the General Purchasing Director by the Government under section 4.1 of that Act.

To the extent that the terms of any agreement on the opening of public procurement applicable to the municipality are observed, articles 935 and 936 do not apply to contracts entered into by the municipality with or through the General Purchasing Director in accordance with the regulations under the Financial Administration Act (chapter A-6).”

15. Article 961 of the said Code is amended by adding “or that authorizes the conclusion of a transaction” at the end of the second paragraph.

16. The said Code is amended by inserting the following articles after article 1011.1 :

“1011.1.1. The council may, by by-law, adopt an environmental restoration program, in particular for soil decontamination or restoration, to apply in all or part of the territory of the municipality. It may, on the conditions it determines, order that the municipality grant a subsidy for work relating to an immovable consistent with that program. In no case may the amount of the subsidy exceed the actual cost of the work.

The municipality may, with the consent of the owner, carry out on an immovable any work required within the framework of such a program.

“1011.1.2. The council may, on the conditions it determines, order that the municipality be the settlor of a social trust to be constituted for environmental purposes in the territory of the municipality. It may also give to such a trust the mandate to see to the carrying out of work relating to an immovable and resulting from a program referred to in article 1011.1.1.”

17. Article 1011.2 of the said Code is amended by replacing “and 1011.1” in the first and second lines of the first paragraph by “to 1011.1.2”.

18. Article 1011.3 of the said Code is amended by replacing “, 1011 and 1011.1” in the first line by “and 1011 to 1011.1.2”.

ACT RESPECTING THE COMMUNAUTÉ URBAINE DE L’OUTAOUAIS

19. Section 77 of the Act respecting the Communauté urbaine de l’Outaouais (R.S.Q., chapter C-37.1) is amended by replacing the first paragraph by the following paragraph :

“77. The Community may, in accordance with law, enter into an agreement respecting the exercise of its competence with a government, with a department of that government, with an international organization or with an agency of that government or organization or with any other public body. It may carry out the agreement and exercise the rights and fulfil the obligations arising therefrom, even outside its territory.”

20. The said Act is amended by inserting the following section after section 83.0.1 :

“83.0.2. The Community may obtain any movable property from or through the General Purchasing Director designated under section 3 of the Act respecting the Service des achats du gouvernement (chapter S-4). The Community may also obtain any service through the General Purchasing Director acting within a mandate entrusted to the General Purchasing Director by the Government under section 4.1 of that Act.

To the extent that the terms of any agreement on the opening of public procurement applicable to the Community are observed, section 82.1 does not apply to contracts entered into by the Community with or through the General Purchasing Director in accordance with the regulations under the Financial Administration Act (chapter A-6).”

21. Section 129 of the said Act is amended by replacing the third paragraph by the following paragraph :

“For the purposes of this subdivision, a natural area or a corridor for recreational and sports activities is considered to be a park.”

22. Section 143.1 of the said Act is amended by adding “, or according to any other criterion determined, by by-law, by the Community for all or part of the expenses” at the end of the first paragraph.

23. Section 171 of the said Act is amended by replacing “83.0.1” in the first line of the first paragraph by “83.0.2”.

24. Section 172 of the said Act is replaced by the following section :

“172. The Corporation may, in accordance with law, make an agreement respecting the exercise of its jurisdiction with a government, one of its departments, an international organization and any body of that government or organization or with any other public body. It may carry out the agreement and exercise the rights and fulfil the obligations arising therefrom, even outside its territory.”

ACT RESPECTING THE COMMUNAUTÉ URBAINE DE MONTRÉAL

25. Section 114 of the Act respecting the Communauté urbaine de Montréal (R.S.Q., chapter C-37.2) is amended by replacing the first paragraph by the following paragraph :

“114. The Community may, in accordance with law, enter into an agreement respecting the exercise of its competence with a government, with a department of that government, with an international organization or with an agency of that government or organization or with any other public body. It may carry out the agreement and exercise the rights and fulfil the obligations arising therefrom, even outside its territory.”

26. The said Act is amended by inserting the following section after section 120.0.3.1 :

“120.0.3.2. The Community may obtain any movable property from or through the General Purchasing Director designated under section 3 of the Act respecting the Service des achats du gouvernement (chapter S-4). The Community may also obtain any service through the General Purchasing

Director acting within a mandate entrusted to the General Purchasing Director by the Government under section 4.1 of that Act.

To the extent that the terms of any agreement on the opening of public procurement applicable to the Community are observed, section 120.0.1 does not apply to contracts entered into by the Community with or through the General Purchasing Director in accordance with the regulations under the Financial Administration Act (chapter A-6).”

27. Section 156 of the said Act is amended by replacing the third paragraph by the following paragraph :

“For the purposes of this subdivision, a natural area or a corridor for recreational and sports activities is considered to be a park. However, a corridor to be used exclusively for the purposes referred to in section 158.3 is governed by that section rather than by the other provisions of this subdivision.”

28. Section 210.1 of the said Act is amended by replacing “last four” in the second paragraph by “sixth, seventh, eighth and ninth”.

29. Section 291.28 of the said Act is amended by replacing “120.0.3.1” in the first line by “120.0.3.2”.

ACT RESPECTING THE COMMUNAUTÉ URBAINE DE QUÉBEC

30. Section 86 of the Act respecting the Communauté urbaine de Québec (R.S.Q., chapter C-37.3) is amended by replacing the first paragraph by the following paragraph :

“86. The Community may, in accordance with law, enter into an agreement respecting the exercise of its competence with a government, with a department of that government, with an international organization or with an agency of that government or organization or with any other public body. It may carry out the agreement and exercise the rights and fulfil the obligations arising therefrom, even outside its territory.”

31. The said Act is amended by inserting the following section after section 92.0.2.1 :

“92.0.2.1.1. The Community may obtain any movable property from or through the General Purchasing Director designated under section 3 of the Act respecting the Service des achats du gouvernement (chapter S-4). The Community may also obtain any service through the General Purchasing Director acting within a mandate entrusted to the General Purchasing Director by the Government under section 4.1 of that Act.

To the extent that the terms of any agreement on the opening of public procurement applicable to the Community are observed, section 92 does not apply to contracts entered into by the Community with or through the General

Purchasing Director in accordance with the regulations under the Financial Administration Act (chapter A-6).”

32. Section 142 of the said Act is amended by replacing the third paragraph by the following paragraph :

“For the purposes of this subdivision, a natural area or a corridor for recreational and sports activities is considered to be a park. However, a corridor to be used exclusively for the purposes referred to in section 144 is governed by that section and by section 144.1 rather than by the other provisions of this subdivision.”

33. The said Act is amended by inserting the following section after section 144 :

“144.1. The Community may establish and maintain in its territory a non-profit body the object of which is to manage and maintain, in accordance with an agreement entered into with the Community, all or part of the paths or corridors considered to be a park under the third paragraph of section 142 or the bicycle paths and lanes referred to in section 144, or entrust, by agreement, all or part of that responsibility to any other non-profit body. The Community may grant such a body the funds necessary for the performance of the obligations arising from the agreement.”

ACT RESPECTING MUNICIPAL AND INTERMUNICIPAL TRANSIT AUTHORITIES

34. The Act respecting municipal and intermunicipal transit authorities (R.S.Q., chapter C-70) is amended by inserting the following section after section 41.1 :

“41.2. The transit authority may obtain any movable property from or through the General Purchasing Director designated under section 3 of the Act respecting the Service des achats du gouvernement (chapter S-4). The transit authority may also obtain any service through the General Purchasing Director acting within a mandate entrusted to the General Purchasing Director by the Government under section 4.1 of that Act.

To the extent that the terms of any agreement on the opening of public procurement applicable to the transit authority are observed, sections 40 and 41 do not apply to contracts entered into by the transit authority with or through the General Purchasing Director in accordance with the regulations under the Financial Administration Act (chapter A-6).”

ACT RESPECTING MUNICIPAL TAXATION

35. Section 71 of the Act respecting municipal taxation (R.S.Q., chapter F-2.1) is replaced by the following section :

“71. The municipal body responsible for assessment may, where the roll cannot be deposited before 16 September, defer the deposit to such later date as it fixes, which shall in no case be later than the ensuing 1 November.

The clerk of the body shall, as soon as possible after the passing of the resolution that fixes the deadline for deposit, transmit a certified copy thereof to the Minister.”

ACT RESPECTING MUNICIPAL INDUSTRIAL IMMOVABLES

36. Section 4 of the Act respecting municipal industrial immovables (R.S.Q., chapter I-0.1) is amended by inserting “, borrow money from its working fund, so long as the term of repayment does not exceed five years,” after “fund” in the third line.

37. Section 6.1 of the said Act is amended by replacing the first paragraph by the following paragraph :

“6.1. A local municipality may become surety for a non-profit body or grant a non-profit body a subsidy in order to assist in the operation of an industrial rental building. It may also, with the authorization of the Minister of Municipal Affairs and Greater Montréal, become surety for such a body or grant such a body a subsidy in order to assist in the construction of an industrial rental building or the conversion of a building into an industrial rental building.”

ACT RESPECTING THE RÉGIE DES INSTALLATIONS OLYMPIQUES

38. The Act respecting the Régie des installations olympiques (R.S.Q., chapter R-7) is amended by inserting the following section after section 23.1 :

“23.2. The Régie may, with the authorization of the Government and subject to the terms and conditions the Government determines, alienate any immovable referred to in section 13.

The second paragraph of section 23 does not apply to an immovable covered by an authorization referred to in the first paragraph.”

ACT RESPECTING SAFETY IN SPORTS

39. The Act respecting safety in sports (R.S.Q., chapter S-3.1) is amended by inserting the following section after section 25 :

“25.1. In no case may proceedings be instituted against a person by reason of an official act done in good faith in the performance of the person’s duties under a delegation, designation or authorization obtained pursuant to this Act.”

40. The said Act is amended by inserting the following section after section 46.22 enacted by section 2 of chapter 37 of the statutes of 1997 :

“46.22.1. The Minister may pay compensation to the organization designated under section 46.15. The amount of the compensation shall be set in the manner determined by the Minister.”

ACT RESPECTING THE SERVICE DES ACHATS DU GOUVERNEMENT

41. Section 4 of the Act respecting the Service des achats du gouvernement (R.S.Q., chapter S-4) is amended by replacing the third paragraph by the following paragraph :

“The Director may, at their request, purchase and hire movable property for the following persons :

(1) the legal persons in the education, higher education and health care and social services sectors and universities ;

(2) the municipal bodies referred to in section 5 of the Act respecting Access to documents held by public bodies and the Protection of personal information (chapter A-2.1).”

ACT RESPECTING THE REMUNERATION OF ELECTED MUNICIPAL OFFICERS

42. Section 30.0.4 of the Act respecting the remuneration of elected municipal officers (R.S.Q., chapter T-11.001), enacted by section 102 of chapter 31 of the statutes of 1998, is amended by striking out the last sentence of the third paragraph.

ACT RESPECTING NORTHERN VILLAGES AND THE KATIVIK REGIONAL GOVERNMENT

43. Section 40 of the Act respecting Northern villages and the Kativik Regional Government (R.S.Q., chapter V-6.1) is amended by adding the following sentence at the end of subsection 5 : “The by-law may provide for additional remuneration for the office of acting mayor and specify the conditions the office holder must satisfy to be entitled to the remuneration ; the amount of the remuneration paid to the office holder shall not exceed the remuneration paid to the office holder as a councillor for the same period.”

44. The said Act is amended by inserting the following section after section 207 :

“207.1. A municipality may obtain any movable property from or through the General Purchasing Director designated under section 3 of the Act respecting the Service des achats du gouvernement (chapter S-4). A

municipality may also obtain any service through the General Purchasing Director acting within a mandate entrusted to the General Purchasing Director by the Government under section 4.1 of that Act.

To the extent that the terms of any agreement on the opening of public procurement applicable to the municipality are observed, sections 204 and 204.1 do not apply to contracts entered into by the municipality with or through the General Purchasing Director in accordance with the regulations under the Financial Administration Act (chapter A-6).”

45. Section 228 of the said Act is amended by replacing “60” in the first line of subsection 3 by “120”.

46. The said Act is amended by inserting the following section after section 358.4 enacted by section 170 of chapter 93 of the statutes of 1997 :

“358.5. The Regional Government may obtain any movable property from or through the General Purchasing Director designated under section 3 of the Act respecting the Service des achats du gouvernement (chapter S-4). The Regional Government may also obtain any service through the General Purchasing Director acting within a mandate entrusted to the General Purchasing Director by the Government under section 4.1 of that Act.

To the extent that the terms of any intergovernmental trade liberalization agreement applicable to the Regional Government are observed, sections 358 and 358.1 do not apply to contracts entered into by the Regional Government with or through the General Purchasing Director in accordance with the regulations under the Financial Administration Act (chapter A-6).”

47. Section 399 of the said Act is amended by replacing “60” in the first line of subsection 3 by “120”.

CHARTER OF THE CITY OF MONTRÉAL

48. The Charter of the city of Montréal (1959-60, chapter 102) is amended by inserting the following article after article 79 :

“79.1. The council may, on the recommendation of the mayor presented by way of a motion, replace a member of the executive committee. The motion shall designate the member of the executive committee whose replacement is proposed by the mayor and name the councillor designated by the mayor to replace the member.

A motion under the first paragraph may not be amended. Should it not be adopted, the council shall proceed with the replacement of the member of the executive committee designated in the motion referred to in the first paragraph in accordance with the procedure provided for in article 79, adapted as required.”

49. Article 79a of the said Charter, enacted by section 4 of chapter 111 of the statutes of 1987, is replaced by the following article :

“79a. The mayor may present, for approval by the council, a motion concerning the appointment, for a given period, of not more than eight councillors to assist the members of the executive committee as associate councillors. Such a motion may not be amended. The term of an associate councillor terminates at the end of the given period or at the same time as the associate councillor’s term as member of the council, unless the associate councillor is replaced in that capacity by the council on a motion presented by the mayor. Associate councillors do not sit on the executive committee.”

50. Article 80 of the said Charter, amended by section 11 of chapter 1 of the statutes of 1960, is again amended by adding “in the manner prescribed for a replacement referred to in article 79.1” at the end of the first paragraph.

51. The said Charter is amended by inserting the following article after article 107.1 :

“107.2. The city may obtain any movable property from or through the General Purchasing Director designated under section 3 of the Act respecting the Service des achats du gouvernement (R.S.Q., chapter S-4). The city may also obtain any service through the General Purchasing Director acting within a mandate entrusted to the General Purchasing Director by the Government under section 4.1 of that Act.

To the extent that the terms of any agreement on the opening of public procurement applicable to the city are observed, article 107 does not apply to contracts entered into by the city with or through the General Purchasing Director in accordance with the regulations under the Financial Administration Act (R.S.Q., chapter A-6).”

52. Article 176 of the said Charter, amended by section 2 of chapter 112 of the statutes of 1987, is again amended by adding the following paragraph after the second paragraph :

“The city may, by by-law, authorize the members of the council who, under a plan of which the members of the city council are members, receive a retirement pension immediately on the expiry of their term, to be members of the group insurance plans contracted by the city. The members must pay the full amount of the premium.”

53. Article 528 of the said Charter, amended by section 56 of chapter 59 of the statutes of 1962, section 9 of chapter 90 of the statutes of 1968, section 1 of chapter 92 of the statutes of 1968, section 22 of chapter 96 of the statutes of 1971, section 53 of chapter 77 of the statutes of 1977, section 12 of chapter 40 of the statutes of 1980, section 23 of chapter 71 of the statutes of 1982, section 26 of chapter 64 of the statutes of 1982, section 5 of chapter 86 of the statutes of 1988, section 14 of chapter 87 of the statutes of 1988, section 19 of

chapter 82 of the statutes of 1993, section 119 of chapter 30 of the statutes of 1994 and section 12 of chapter 7 of the statutes of 1995, is again amended by inserting the following subparagraph after subparagraph 6.1 of the first paragraph :

“6.2 Establish a program under which the city grants, in accordance with this subparagraph, subsidies or tax credits to operators of bed and breakfast establishments within the meaning of the Tourist Establishments Act (R.S.Q., chapter E-15.1).

The council shall prescribe the rules allowing the establishment of the amount of the subsidy or of the tax credit, which shall not exceed the amount of the business tax, the water-rate and service tax, the special tax referred to in articles 801 to 807*b* and the tax or surtax on non-residential immovables for which the operator is indebted in respect of the bed and breakfast establishment, the conditions required to be met for the subsidy or tax credit to be granted and the terms under which the subsidy is paid or the tax credit is granted.

This subparagraph applies notwithstanding the Municipal Aid Prohibition Act (R.S.Q., chapter I-15).”

54. Article 528*b* of the said Charter, replaced by section 15 of chapter 87 of the statutes of 1988 and amended by section 20 of chapter 82 of the statutes of 1993, is again amended by adding the following paragraph at the end :

“The council may, by by-law, delegate to the executive committee the power to grant any subsidy provided for in subparagraph 5 of article 9*c* or any aid provided for in subparagraph 6 of the first paragraph of article 528, up to the amount or value determined by the by-law and that shall not exceed \$50,000. The executive committee shall, at the first meeting of the council following the granting of such subsidy or aid, table a report before the council indicating the amount or value of the subsidy or aid granted and to whom it has been granted.”

55. Article 1102 of the said Charter, replaced by section 55 of chapter 86 of the statutes of 1966-67, is amended

(1) by replacing “twelve municipal judges” in the first paragraph by “a sufficient number of judges to ensure its proper functioning” ;

(2) by striking out the second paragraph.

56. Article 1103 of the said Charter is replaced by the following article :

“1103. The Court shall sit within the territory of the city.

It may sit on all juridical days as often as necessary and simultaneously in several divisions. In the evening, it shall not begin to sit before 6:00 p.m.”

57. Article 1123 of the said Charter is repealed.

ACT RESPECTING THE SOCIÉTÉ DE TRANSPORT
DE LA VILLE DE LAVAL

58. The Act respecting the Société de transport de la Ville de Laval (1984, chapter 42) is amended by inserting the following section after section 73:

“73.1. The corporation may obtain any movable property from or through the General Purchasing Director designated under section 3 of the Act respecting the Service des achats du gouvernement (R.S.Q., chapter S-4). The corporation may also obtain any service through the General Purchasing Director acting within a mandate entrusted to the General Purchasing Director by the Government under section 4.1 of that Act.

To the extent that the terms of any agreement on the opening of public procurement applicable to the corporation are observed, sections 69 and 70 do not apply to contracts entered into by the corporation with or through the General Purchasing Director in accordance with the regulations under the Financial Administration Act (R.S.Q., chapter A-6).”

59. Section 143 of the said Act is amended by replacing “73” in the second line by “73.1”.

ACT RESPECTING THE SOCIÉTÉ DE TRANSPORT
DE LA RIVE SUD DE MONTRÉAL

60. The Act respecting the Société de transport de la rive sud de Montréal (1985, chapter 32) is amended by inserting the following section after section 95:

“95.1. The corporation may obtain any movable property from or through the General Purchasing Director designated under section 3 of the Act respecting the Service des achats du gouvernement (R.S.Q., chapter S-4). The corporation may also obtain any service through the General Purchasing Director acting within a mandate entrusted to the General Purchasing Director by the Government under section 4.1 of that Act.

To the extent that the terms of any agreement on the opening of public procurement applicable to the corporation are observed, sections 90 and 91 do not apply to contracts entered into by the corporation with or through the General Purchasing Director in accordance with the regulations under the Financial Administration Act (R.S.Q., chapter A-6).”

61. Section 172 of the said Act is amended by replacing “, 95” in the second line by “to 95.1”.

TRANSITIONAL AND FINAL PROVISIONS

62. Every by-law having an object within the scope of any of the provisions relating to land occupation density contained in the complementary document included in the development plan of the Communauté urbaine de Montréal, that has been adopted since 20 April 1994 by a local municipality whose territory is within the territory of the Community and that has not been examined for conformity as regards the objectives of the development plan and the provisions of the complementary document, is deemed, notwithstanding sections 137.15 and 237.2 of the Act respecting land use planning and development (R.S.Q., chapter A-19.1), to have come into force in accordance with the Act governing the municipality in that respect.

63. Notwithstanding section 1112 of the Act to amend various legislative provisions to further the implementation of the Act respecting municipal territorial organization (1996, chapter 2), an agreement made under subarticle 1 or 7 of article 549 of the Municipal Code of Québec (R.S.Q., chapter C-27.1), as it read before being repealed by section 296 of chapter 2 of the statutes of 1996, that was in force on 7 May 1999 continues to apply up to the earliest of the date provided for its expiry, the date on which the parties terminate the agreement and the date on which this section ceases to have effect.

Article 549 of the Municipal Code of Québec, as it read on 7 May 1996, retains its effects for the purposes of an agreement to which the first paragraph applies.

This section has effect from 8 May 1999. It ceases to have effect on 11 November 2002 or on such earlier date as may be fixed by the Government.

64. The council of Ville de Montréal may, by by-law, reduce or abolish, for the fiscal year 1999, any compensation for municipal services payable under section 205 of the Act respecting municipal taxation (R.S.Q., chapter F-2.1) by the Communauté urbaine de Montréal or the Société de transport de la Communauté urbaine de Montréal, provided that the director of finance of the city certifies that the decrease in revenue resulting from the reduction or abolition does not result in expenses exceeding probable revenue for the fiscal year.

65. The acts performed and the contracts awarded before 11 November 1999 by Ville de Saint-Jean-sur-Richelieu on behalf of an environmental trust to be constituted for the decontamination of certain immovables situated in its territory may not be invalidated on the ground that work has been carried out on privately owned immovables, that the town has participated in the constitution of a social trust for environmental purposes or that the town has given such a trust the mandate to carry out and finance work.

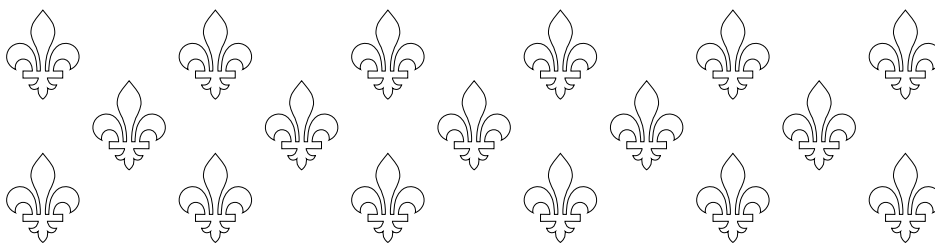
66. Sections 13, 21, 27 and 32 have effect from 1 May 1993.

67. An act performed by a local municipality between 28 June 1989 and 11 November 1999, in order to grant a subsidy to a non-profit body or to become surety for such a body for the construction of an industrial rental building or the conversion of a building into an industrial rental building cannot be invalidated on the ground that the municipality did not have the jurisdiction to perform that act under section 6.1 of the Act respecting municipal industrial immovables (R.S.Q., chapter I-0.1).

68. Every program established by Ville de Montréal under subparagraph 6.2 of the first paragraph of article 528 of the Charter of the city of Montréal (1959-60, chapter 102), enacted by section 53, may provide for the granting of a subsidy or a credit related to a tax payable for any fiscal year from the fiscal year 1999.

69. Notwithstanding the first paragraph of section 335 of the Act respecting elections and referendums in municipalities (R.S.Q., chapter E-2.2), any vacancy in the office of councillor for District No. 3 of Ville de Beauport need not be filled until the next regular election.

70. This Act comes into force on 11 November 1999.



NATIONAL ASSEMBLY

FIRST SESSION

THIRTY-SIXTH LEGISLATURE

Bill 74
(1999, chapter 54)

**An Act respecting the terms of
the directors of certain public health
and social service institutions**

**Introduced 21 October 1999
Passage in principle 27 October 1999
Passage 27 October 1999
Assented to 5 November 1999**

**Québec Official Publisher
1999**

EXPLANATORY NOTES

This bill extends the terms of the members of the board of directors of certain public institutions if, on the date of assent, the members have not been replaced. The bill provides that the election and appointment procedure established under existing provisions will therefore not apply in respect of their positions.

The bill provides that the terms of the persons elected or appointed to the board of directors of the Centre hospitalier Angrignon between 1 October 1999 and 5 November 1999 will terminate on 30 November 2000.

The bill also establishes the manner in which vacancies on the board are to be filled.

Bill 74

AN ACT RESPECTING THE TERMS OF THE DIRECTORS OF CERTAIN PUBLIC HEALTH AND SOCIAL SERVICE INSTITUTIONS

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS :

1. The terms of the persons who, on 1 October 1999, were members of the board of directors of a public institution mentioned in the schedule and who have not been replaced on 5 November 1999 are extended to 30 November 2000 as far as the Centre hospitalier Angrignon is concerned and to 30 June 2001 as far as the other institutions are concerned. The election or appointment procedure provided for in existing provisions does not apply in respect of their positions.

The terms of the persons elected or appointed as members of the board of directors of the Centre hospitalier Angrignon between 1 October 1999 and 5 November 1999 terminates on 30 November 2000.

Vacancies on a board of directors referred to in this section shall be filled for the unexpired portion of the term concerned by a resolution of the remaining members of the board.

This section does not apply to an executive director.

This section applies notwithstanding any inconsistent provision of the Act respecting health services and social services (R.S.Q., chapter S-4.2) or the regulations thereunder.

2. This Act comes into force on 5 November 1999.

SCHEDULE

Centre universitaire de santé de l'Estrie

Centre hospitalier universitaire de Québec

Hôpital Sainte-Justine

Centre hospitalier de l'Université de Montréal

McGill University Health Centre

Centre hospitalier Angrignon

Regulations and other acts

Gouvernement du Québec

O.C. 1251-99, 17 November 1999

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

Amendment to Schedule II.1 to the Act

Amendment to Schedule II.1 to the Act respecting the Government and Public Employees Retirement Plan

WHEREAS under paragraph 6 of section 2 of the Act respecting the Government and Public Employees Retirement Plan (R.S.Q., c. R-10), the plan applies to an employee who is released without pay by his employer for union activities and who is in the employ of a body designated in Schedule II.1 if the employee belongs to the class of employees mentioned in that schedule in respect of that body;

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

WHEREAS the Regulation under the Act respecting the Government and Public Employees Retirement Plan, made by Order in Council 1845-88 dated 14 December 1988 and its subsequent amendments, determines, in accordance with subparagraph 25 of the first paragraph of section 134 of that Act, the conditions which permit a body, according to the category determined by regulation, to be designated by order in Schedule I or II.1;

WHEREAS the Association des professeurs de Lignery meets those conditions;

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

THAT the Amendment to Schedule II.1 to the Act respecting the Government and Public Employees Retirement Plan (R.S.Q., c. R-10), attached to this Order in Council, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Amendment to Schedule II.1 to the Act respecting the Government and Public Employees Retirement Plan^(*)

An Act respecting the Government and Public Employees Retirement Plan (R.S.Q., c. R-10, s. 220, 1st par.)

1. Schedule II.1 to the Act respecting the Government and Public Employees Retirement Plan (R.S.Q., c. R-10) is amended by inserting the following association in alphabetical order: “the Association des professeurs de Lignery”.

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

3221

Gouvernement du Québec

O.C. 1255-99, 17 November 1999

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

Controlled zones

- **Hunting and fishing**
- **Salmon fishing**
- **Wildfowl hunting**

Regulation respecting hunting and fishing controlled zones, Regulation respecting salmon fishing controlled zones and Regulation respecting wildfowl hunting controlled zones

WHEREAS under section 110 and paragraph 14 of section 162 of the Act respecting the conservation and development of wildlife (R.S.Q., c. C-61.1), amended

^(*) Schedule II.1 to the Act respecting the Government and Public Employees Retirement Plan (R.S.Q., c. R-10) was amended, since the last updating of the Revised Statutes of Québec to 1 April 1998, by Orders in Council 1525-98 dated 16 December 1998 (1998, G.O. 2, 4802), 467-99 dated 28 April 1999 (1999, G.O. 2, 1161), 633-99 dated 9 June 1999 (1999, G.O. 2, 1633), 819-99 dated 7 July 1999 (1999, G.O. 2, 2060) and 947-99 dated 25 August 1999 (1999, G.O. 2, 2853).

WHEREAS under section 110 and paragraph 14 of section 162 of the Act respecting the conservation and development of wildlife (R.S.Q., c. C-61.1), amended by section 22 of Chapter 29 of the Statutes of 1998, the Government may make regulations on the matters mentioned therein respecting controlled zones;

WHEREAS in accordance with section 110 of the Act respecting the conservation and development of wildlife, the Government made the Regulation respecting controlled zones by Order in Council 122-89 dated 8 February 1989;

WHEREAS it is expedient to replace that Regulation by the three Regulations attached hereto regarding respectively hunting and fishing controlled zones, salmon fishing controlled zones and wildfowl hunting controlled zones;

WHEREAS in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), drafts of the Regulation respecting hunting and fishing controlled zones, the Regulation respecting salmon fishing controlled zones and the Regulation respecting wildfowl hunting controlled zones were published in Part 2 of the *Gazette officielle du Québec* of 14 April 1999 with a notice that they could be made by the Government upon the expiry of 45 days following that publication;

WHEREAS it is expedient to make the Regulation respecting hunting and fishing controlled zones, the Regulation respecting salmon fishing controlled zones and the Regulation respecting wildfowl hunting controlled zones, attached to this Order in Council, with amendments, and to replace the Regulation respecting controlled zones made by Order in Council 122-89 dated 8 February 1989;

IT IS ORDERED, therefore, upon the recommendation of the Minister responsible for Wildlife and Parks:

THAT the Regulation respecting hunting and fishing controlled zones, the Regulation respecting salmon fishing controlled zones and the Regulation respecting wildfowl hunting, attached to this Order in Council, be made as replacement for the Regulation respecting controlled zones made by Order in Council 122-89 dated 8 February 1989.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Regulation respecting hunting and fishing controlled zones

An Act respecting the conservation and development of wildlife
(R.S.Q., c. C-61.1, ss. 110, 1st par., subpars. 5.3, 5.4, 6 and 2nd par. and 162, par. 14; 1998, c. 29, s. 22)

DIVISION I INTERPRETATION AND SCOPE

1. In this Regulation,

“agency” means an agency that is a party to a memorandum of agreement in respect of the management of a controlled zone in accordance with section 106 of the Act respecting the conservation and development of wildlife (R.S.Q., c. C-61.1); (*organisme*)

“ZEC” means a controlled zone, other than a salmon fishing ZEC or a wildfowl hunting ZEC, established for the purposes of hunting and fishing, in accordance with section 104 of the Act; (*ZEC*)

“hunting implement” means any implement referred to in the Regulation respecting hunting made by Minister’s Order 99021 dated 27 July 1999; (*engin de chasse*)

“hunting season” means a hunting season referred to in the Regulation respecting hunting; (*période de chasse*)

“limited access sector” means a sector in a controlled zone for which an agency sets by by-law a limit on the number of hunting parties that may enter to hunt moose; (*secteur à accès contingenté*)

“small game” means that referred to in section 1 of the Regulation respecting hunting. (*petit gibier*)

2. This Regulation applies to hunting and fishing controlled zones mentioned in Schedule I and to those that will be established from the date of coming into force of this Regulation.

DIVISION II REGISTRATION AND ASSIGNMENT

3. An agency may, by by-law, determine the cases where a person who, for recreational purposes, enters or stays in a ZEC under its management or engages in any other activity therein, shall be required to register.

Such person shall comply with the following registration procedure:

- (1) report to the designated reception centre;
- (2) show identification and, where applicable, his hunting or fishing licence to the registration officer and give his name and address;
- (3) specify to the officer a single location or, where applicable, a single sector in which he will be hunting or fishing and the date of the activity, for each day of hunting or fishing;
- (4) obtain from the officer proof of registration and place it on the dashboard of his vehicle so that it may be read from the outside or keep it with him and produce it upon request from a wildlife conservation officer, a wildlife conservation assistant or an area warden; and
- (5) return the duly completed registration to the registration officer on leaving the controlled zone.

A person may change hunting or fishing locations or sectors without paying additional fees by having his registration changed by the registration officer prior to the activity.

The third paragraph does not apply to a person who hunts moose in a limited access sector.

4. Where registration is required in accordance with section 3 and no registration officer is on duty, the person shall fill out the registration form available at the reception centre and deposit it at the designated place.

5. An agency may, by by-law, divide the ZEC territory into hunting sectors according to a given species or into fishing sectors.

6. An agency may, by by-law, prohibit in a hunting sector and for such time as it determines,

- (1) black bear hunting;
- (2) small game hunting during the hunting season for moose with a hunting implement authorized under the Regulation respecting hunting except for the snaring of hare and hunting for migratory game birds under the Migratory Birds Convention Act (S.C., 1994, c. 22).

7. A person may not hunt or fish in a ZEC except on the date, in the location or, where applicable, sector specified on the registration.

At the end of his stay, a person shall declare to the registration officer the number of animals or fish of each species taken, the date and location where they were

taken, and shall also produce the fish or animals on request from the officer and allow any required handling or sampling.

In the case provided for in section 4, a person shall make that declaration on the form provided at the reception centre and deposit it at the designated place.

DIVISION III LIMITED ACCESS SECTORS

8. An agency may, by by-law, for moose hunting during the hunting season with a Type 1 implement, limit the number of hunting parties that may be admitted at the same time into each of the sectors it has established and the number of hunters per party, provided it does so for the whole ZEC and for the entire duration of the hunting season with that type of implement.

The number of hunting parties that may be admitted at the same time for each stay the duration of which is set pursuant to section 13 shall be equal to or greater than the number arrived at by using the following formula:

$$\text{Number of hunting parties} = \frac{\text{Area of the ZEC in km}^2}{(\text{number of days in the moose hunting season using a Type 1 hunting implement}) \times 3}$$

9. In order to hunt in a limited access sector, a person shall be part of a party selected in accordance with section 10.

10. An agency shall select moose hunting parties and prepare a waiting list to fill cancellations by a draw of lots held each year not less than three months before the beginning of the hunting season.

11. At least one month prior to selecting parties, the agency shall publish the terms and conditions for participating in the draw of lots in two Québec newspapers, one of which with a province-wide circulation and the other circulated in the region of the ZEC or in the nearest region, if there is no newspaper in the region.

12. At the draw of lots, a person shall be put in charge of each selected hunting party and each party shall be assigned a stay and a hunting sector.

13. The person in charge of a selected party shall be assigned one reservation only per year by the agency for a minimum of three hunters and for three to seven consecutive days.

14. No person who hunted moose in a limited access sector during the hunting season with Type 1 hunting implements may hunt moose again in the ZEC to which that sector belongs within the same year.

15. The person in charge of a selected party may designate a substitute at any time before the beginning of the stay after notifying the agency.

DIVISION IV FEES PAYABLE

16. The fees payable by a person applying for membership that may be set by by-law of an agency shall not be less than \$10 nor more than \$20.

17. A person may not fish or hunt in a ZEC unless he has paid the fees set by by-law of the agency; those fees shall not exceed the following amounts or, in the case of a non-resident, those set under section 24:

(1) \$16.50 per day for fishing from 1 December to 15 April;

(2) \$16.50 per day for fishing from 16 April to 30 November;

(3) \$16.50 per day for hunting, other than white-tailed deer, moose, caribou or black bear hunting;

(4) \$27.50 per day for white-tailed deer hunting;

(5) \$27.50 per day for moose hunting;

(6) \$27.50 per day for caribou hunting;

(7) \$27.50 per day for black bear hunting.

Where the agency fails to set the daily fees for white-tailed deer, moose, caribou or black bear hunting, a person shall pay the corresponding lump-sum fee set under section 21.

18. Section 17 does not apply to a Native person who enters a ZEC to travel to his trapping grounds located in a beaver reserve for the purpose of carrying out activities related to trapping.

19. No person may use a vehicle to travel in a ZEC unless he has paid the travel fees set by by-law of the agency, which shall not exceed, subject to section 22,

(1) \$5.50 per vehicle; and

(2) \$3.00 more per vehicle where a person enters or leaves the ZEC between 10:00 p.m. and 7:00 a.m.

The first paragraph does not apply to

(1) a person travelling in a ZEC in the performance of his duties;

(2) a person who travels in a ZEC solely to reach a principal residence or private property that is not part of the ZEC and come back from there;

(3) a person whose travel fees have been paid, in accordance with section 106.2 of the Act respecting the conservation and development of wildlife, by an outfitter, an agency or a recreational association;

(4) a person who just travels through a ZEC, and for whom the corresponding travel fees are paid to the agency by another person, an association or a group;

(5) a person who travels in a ZEC to reach lands in the public domain on which exclusive trapping rights only are granted or to reach a beaver reserve for the purpose of carrying out activities related to trapping, and to come back from there; and

(6) a lessee of exclusive trapping rights or his helper who travels in a ZEC for the purpose of carrying out activities related to trapping.

20. An agency may, by by-law, set for the benefit of its members a seasonal lump-sum fee for fishing, an annual lump-sum fee for hunting and an annual lump-sum fee for the practice of all activities mentioned in paragraphs 1 to 7, provided that the agency sets a fee for each activity set forth hereunder, not to exceed

(1) \$108.00 for fishing from 1 December to 15 April;

(2) \$108.00 for fishing from 16 April to 30 November;

(3) \$108.00 for hunting, other than white-tailed deer, moose, caribou or black bear hunting;

(4) \$180.00 for white-tailed deer hunting;

(5) \$180.00 for moose hunting;

(6) \$180.00 for caribou hunting;

(7) \$180.00 for black bear hunting;

(8) \$360.00 for all activities prescribed under paragraphs 1 to 7.

21. Where an agency does not set daily fees for white-tailed deer, moose, caribou or black bear hunting,

it shall set by by-law an annual lump-sum fee to be paid by all persons for those activities. The amount of the lump-sum fee shall not exceed the amounts provided for in section 20.

The lump-sum fees set by the agency in accordance with the first paragraph or with section 20 shall apply to the whole territory of the ZEC.

22. An agency may, by by-law, set an annual lump-sum fee for the benefit of a person, his spouse and minor children not to exceed \$72 for the use of a vehicle in a ZEC under its management.

The payment of the lump-sum fee does not exempt the person paying it from paying the fee referred to in subparagraph 2 of the first paragraph of section 19.

23. Where an agency sets an annual lump-sum travel fee under the first paragraph of section 22, any lump-sum fee set under paragraph 8 of section 20 shall include the right to travel.

24. An agency may, by by-law, increase the fees payable by non-residents up to twice the fees set by the agency for residents under this Division.

This section does not apply to travel fees prescribed in sections 19 and 22.

25. As provided for in the second paragraph of section 110 of the Act respecting the conservation and development of wildlife, the fees which may be set by an agency under this Division may vary according to the criteria referred to in that paragraph.

DIVISION V VEHICLES

26. An agency may, by by-law, prohibit for a given period the use of any type of vehicle for competitions, races or rallies.

27. An agency may, by by-law, prohibit the recreational use of an all-terrain vehicle within the meaning of subparagraph 2 of section 1 of the Act respecting off-highway vehicles (R.S.Q., c. V-1.2) during the moose or white-tailed deer hunting season with a hunting implement authorized under the Regulation respecting hunting, except where the vehicle is used to recover the carcass of the animal.

DIVISION VI HUNTING IMPLEMENT

28. A forest worker working in a ZEC may be in possession of a hunting implement provided that he has registered in accordance with any by-law made pursuant to section 3 and paid the fees required under a by-law made pursuant to Division IV.

DIVISION VII PENAL

29. Any person who contravenes any of sections 3, 4, 7, 9, 14, 17, 19 and 28 or a by-law made by an agency pursuant to section 6, 26 or 27 is guilty of an offence.

DIVISION VII TRANSITIONAL AND FINAL

30. Where the territory of a ZEC that has been divided into sectors for hunting or fishing and such territory is enlarged by the Minister, that enlargement shall constitute an additional hunting or fishing sector, as the case may be, until such time as a by-law respecting that enlargement, made by the agency under section 5, comes into force.

For the purposes of this section, where the added territory is made up of separate areas, each area shall be deemed to constitute a separate sector.

31. The by-laws made by an agency managing a hunting and fishing ZEC under the provisions of the Regulation respecting controlled zones, made by Order in Council 122-89 dated 8 February 1989, shall remain into force until they are amended, replaced or revoked by a by-law of that agency made under the provisions of this Regulation.

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

SCHEDULE I (a. 2)

HUNTING AND FISHING CONTROLLED ZONES

- Anse Saint-Jean
- Bas-Saint-Laurent
- Batiscan-Neilson
- Bessonne
- Borgia

- Boullé
- Bras-Coupé-Désert
- Buteux-Bas-Saguenay
- Cap-Chat
- Capitachouane
- Casault
- Chapais
- Chapeau-de-Paille
- Chauvin
- Collin
- Des Anses
- Des Martres
- Des Nymphes
- Des Passes
- Dumoine
- Festubert
- Forestville
- Frémont
- Gros-Brochet
- Iberville
- Jaro
- Jeannotte
- Kipawa
- Kiskissink
- Labrieville
- Lac au Sable
- Lac-Brébeuf
- Lac de la Boîteuse
- La Croche
- La Lièvre
- Lavigne
- Le Sueur
- Louise-Gosford
- Maganasipi
- Maison de Pierre
- Mars-Moulin
- Martin-Valin
- Matimec
- Mazana
- Menokeosawin
- Michinamécus
- Nordique
- Normandie
- Onatchiway-est
- Owen
- Petawaga
- Pontiac
- Rapide-des-Joachims
- Restigo
- Rivière aux Rats
- Rivière-Blanche
- Saint-Patrice
- Tawachiche
- Trinité
- Varin
- Wessonneau
- York-Baillargeon

Regulation respecting wildfowl hunting controlled zones

An Act respecting the conservation and development of wildlife
(R.S.Q., c. C-61.1, ss. 110, 1st par., subpars. 5.3, 6 and 2nd par. and 162, par. 14; 1998, c. 29, s. 22)

DIVISION I INTERPRETATION AND SCOPE

1. In this Regulation,

“agency” means an agency that is a party to a memorandum of agreement in respect of the management of a controlled zone in accordance with section 106 of the Act respecting the conservation and development of wildlife (R.S.Q., c. C-61.1); (*organisme*)

“limited access sector” means a sector in a wildfowl hunting controlled zone for which an agency sets by by-law a limit on the number of hunting parties that may enter to hunt wildfowl; (*secteur à accès contingenté*)

“wildfowl” means migratory game birds within the meaning of section 3 of the Migratory Birds Convention Act (S.C. 1994, c. 22) whose hunting is governed by the Migratory Birds Regulations (C.R.C., c. 1035); (*sauvagine*)

“ZEC” means a controlled zone established for the purposes of wildfowl hunting in accordance with section 104 of the Act respecting the conservation and development of wildlife. (*ZEC*)

2. This Regulation applies to the Montmagny snow goose wildfowl hunting controlled zone and to wildfowl hunting controlled zones that will be established as of the date of coming into force of this Regulation.

DIVISION II REGISTRATION AND ASSIGNMENT

3. An agency may, by by-law, determine the cases where a person who, for recreational purposes, enters or stays in a ZEC under its management or engages in any other activity therein shall be required to register.

Such person shall comply with the following registration procedure:

(1) report to the designated reception centre;

(2) show identification and, where applicable, his hunting licence to the registration officer and state his name and address;

(3) obtain from the officer a proof of registration and place it on the dashboard of his vehicle so that it may be read from the outside or keep it with him and produce it upon request from a wildlife conservation officer, a wildlife conservation assistant or an area warden; and

(4) return the duly completed registration to the registration officer on leaving the controlled zone.

4. An agency may, by by-law, divide a ZEC territory into wildfowl hunting sectors.

5. A person shall not hunt in a ZEC except on the date and in the blind, location or, where applicable, sector specified on the proof of registration.

At the end of his stay, a person shall declare to the registration officer the number of birds of each species taken, the date, blind and location where they were taken, and shall produce the birds on request and allow any required handling or sampling.

DIVISION III LIMITED ACCESS SECTORS

6. An agency may, by by-law, limit the number of hunting parties to be admitted at the same time in each of the sectors that it has established, determine the number of hunters permitted per blind, and impose a requirement to hunt from a blind assigned by the agency.

The number of hunting parties that may be admitted at the same time shall be equal to or greater than the number arrived at by using the following formula:

$$\text{Number of hunting parties} = \frac{\text{length of the bank or shore of the ZEC in metre}}{600}$$

7. In order to hunt in a limited access sector, a person shall be part of a party selected in accordance with section 8 or shall have been selected in accordance with section 13.

8. An agency shall select hunting parties according to the following procedures:

(1) on an optional basis, for the daily selection of not more than 20 % of the number of hunting parties that may be admitted each day into all the limited access sectors of the ZEC, according to the method of assignment determined by by-law of the agency;

(2) for the selection of not less than two thirds of the number of parties that may be admitted each day into all

the limited access sectors of the ZEC, by a draw of lots held each year or by telephone reservation not less than two months before the beginning of the wildfowl hunting season;

(3) for groups not selected pursuant to paragraph 1, if applicable, and paragraph 2, by telephone reservation or by a draw of lots two days before the hunt;

(4) if there are vacancies following the selections made in accordance with paragraph 1, if applicable, and paragraphs 2 and 3, by telephone reservation the day before the hunt;

(5) if there are vacancies following the selections made in accordance with paragraph 1, if applicable, and paragraphs 2 to 4, by a draw of lots on the day of the hunt among the persons present at the reception centre.

9. At least one month prior to selecting hunting parties, the agency shall publish the terms and conditions for participating in the draw of lots or for making reservations by telephone in two Québec newspapers, one of which with a province-wide circulation and the other circulated in the region of the ZEC or in the nearest region if there is no newspaper in the region.

10. At the time of the draw of lots, a person shall be put in charge of each party selected to which a hunting date shall be assigned. A sector or blind shall be assigned to each party by a draw of lots on the premises on the day of the hunt.

11. A person who, pursuant to paragraph 2 of section 8, is selected by a draw of lots or makes a reservation by telephone shall be allotted one reservation for a maximum of four persons and for a maximum stay of two consecutive days.

12. The person selected in accordance with section 8 may designate a substitute, at any time before the beginning of the stay, after notifying the agency.

DIVISION IV ASSIGNMENT FOR PROMOTIONAL PURPOSES

13. Notwithstanding Division III, an agency may assign a number of hunters in any sector of the ZEC for promotional purposes according to the procedure it determines by by-law; the number of hunters so assigned shall not exceed 2 % of the total number of hunting days in the ZEC during the preceding year and provided that the maximum referred to in paragraph 1 of section 8 is complied with.

DIVISION V FEES PAYABLE

14. The fees payable by a person applying for membership that may be set by by-law of an agency shall not be less than \$10 nor more than \$20.

15. A person may not hunt wildfowl in a ZEC unless he has paid the fees set by by-law of the agency; those fees shall not exceed the following amounts or, in the case of a non-resident, those set under section 16:

(1) \$66 per day;

(2) \$125 per day in a limited access sector for which the selection of hunters is made in accordance with paragraph 1 of section 8; or

(3) \$1 000 per day in any sector for which the selection of hunters is made in accordance with section 13.

The fees referred to in subparagraph 3 of the first paragraph may be charged only where it is part of a fund-raising activity of a nonprofit organization.

16. An agency may, by by-law, increase the amount of the fees payable by non-residents to up to twice the amount set by the agency for a resident pursuant to this Division.

17. As provided in the second paragraph of section 110 of the Act respecting the conservation and development of wildlife, the fees which may be set by an agency under this Division may vary according to the criteria referred to in that paragraph.

DIVISION VI PENAL

18. Any person who contravenes any of sections 3, 5, 7 or 15 is guilty of an offence.

DIVISION VII TRANSITIONAL AND FINAL

19. Where the territory of a ZEC that has been divided into sectors for wildfowl hunting is enlarged by the Minister, that enlargement shall constitute an additional hunting sector until such time as a by-law respecting that enlargement, made by the agency pursuant to section 4, comes into force.

For the purposes of this section, where the territory added is made up of separate areas, each area shall be deemed to constitute a separate sector.

20. The by-laws made by an agency pursuant to the provisions of the Regulation respecting controlled zones, made by Order in Council 122-89 dated 8 February 1989, shall remain in force until they are amended, replaced or revoked by a by-law of that agency made under the provisions of this Regulation.

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

Regulation respecting salmon fishing controlled zones

An Act respecting the conservation and development of wildlife (R.S.Q., c. C-61.1, ss. 110, 1st par., subpars. 5.3, 6 and 2nd par. and 162, par. 14; 1998, c. 29, s. 22)

DIVISION I INTERPRETATION AND SCOPE

1. In this Regulation,

“agency” means an agency that is a party to a memorandum of agreement in respect of the management of a controlled zone in accordance with section 106 of the Act respecting the conservation and development of wildlife (R.S.Q., c. C-61.1); (*organisme*)

“limited access sector” means a sector in a controlled zone for which an agency sets by by-law a limit on the number of persons that may enter to fish; (*secteur à accès contingenté*)

“ZEC” means a controlled zone established for the purposes of salmon fishing in accordance with section 104 of the Act. (*ZEC*)

2. This Regulation applies to the salmon fishing controlled zones listed in Schedule I and to those that will be established after the coming into force of this Regulation.

DIVISION II REGISTRATION AND ASSIGNMENT

3. An agency may, by by-law, determine the cases where a person who, for recreational purposes, enters or stays in a ZEC under its management or engages in any other activity therein, shall be required to register.

That person shall comply with the following registration procedure:

(1) report to the designated reception centre;

(2) show identification and, where applicable, his fishing licence to the registration officer and state his name and address;

(3) specify to the officer a single location for each fishing day or, where applicable, a single sector in which he will be fishing, and the date of the activity;

(4) obtain proof of registration and place it on the dashboard of his vehicle so that it may be read from the outside or keep it with him and produce it upon request from a wildlife conservation officer, a wildlife conservation assistant or an area warden; and

(5) return the duly completed registration to the registration officer on leaving the controlled zone.

A person may change fishing sectors upon payment of the fees for fishing in the newly chosen sector; however, the sum of those fees may not exceed the maximum amount prescribed in paragraph 1 of section 15.

The third paragraph does not apply to a person who fishes in a limited access sector.

4. Where registration is required in accordance with section 3 and no registration officer is on duty, the person shall fill out the registration form available at the reception centre and deposit it at the designated place.

5. An agency may, by by-law, divide a ZEC territory into sectors for fishing salmon and other species of fish.

6. A person may not fish in a ZEC except on the date and in the location or, where applicable, sector specified on the proof of registration.

At the end of his stay, a person shall declare to the registration officer the number of fish of each species taken, the date and location where they were taken, and shall produce the fish on request and allow any required handling or testing.

Where no officer is available, a person shall make that declaration on the form provided at the reception centre and deposit it at the designated place.

DIVISION III **LIMITED ACCESS SECTORS**

7. An agency may, by by-law, limit the number of fishermen that may be admitted each day in each of the sectors that it has established during the salmon fishing season.

The number of fishermen that may be admitted each day shall not be less than two fishermen per sector.

8. In order to fish in a limited access sector, a person shall have been selected in accordance with section 9 or section 13.

9. An agency shall select fishermen according to the following terms and conditions:

(1) on an optional basis, daily selection may be made according to the method of assignment determined by by-law of the agency, of not more than 20 % of the number of fishermen that may be admitted each day into all of the limited access sectors of the ZEC, from 20 June to 15 July; for the remainder of the year, that selection may exceed 20 % of the number of fishermen that may be admitted each day into all those sectors without exceeding 20 % of the number of fishermen that may be admitted each year into all the limited access sectors of the ZEC;

(2) for not less than half the number of fishermen that may be admitted each day into all the limited access sectors of the ZEC, selection shall be made by a random draw held each year or by telephone reservation, not less than two months before the beginning of the salmon fishing season;

(3) for fishermen not selected pursuant to paragraph 1, if applicable, and paragraph 2, selection shall be made by a random draw or by telephone reservation two days before the scheduled activity;

(4) if there are vacancies following the selections made in accordance with paragraph 1 or paragraphs 2 and 3, selection shall be made by telephone reservation the day before the scheduled activity; and

(5) if there are vacancies following the selections made in accordance with paragraph 1, if applicable, and paragraphs 2 to 4, selection shall be made by a draw of lots on the day of the activity among the persons present at the reception centre.

10. At least one month prior to selecting fishermen, the agency shall publish the terms and conditions for participating in the random draw or for making reservations by telephone in two Québec newspapers, one of which shall have a province-wide circulation and the other shall be circulated in the region of the ZEC or in the nearest region, if there is no newspaper in the region.

11. At the random draw, each person selected shall be assigned a rank for the choice of a date and fishing sector.

12. A person who, pursuant to paragraph 2 of section 9 is selected by a random draw or makes a reservation by telephone shall be allotted one reservation by the agency for a maximum of two persons for a maximum stay of four days, consecutive or not.

An agency must allow a selected person who so requests to reserve for two persons and for a stay of two consecutive or non-consecutive days in the same sector or in another sector offered by random draw or telephone reservation.

DIVISION IV ASSIGNMENT FOR PROMOTIONAL PURPOSES

13. Notwithstanding Division III, an agency may assign a number of fishermen to any sector of the ZEC for promotional purposes, according to the procedure it determines by by-law; the number of fishermen so assigned shall not exceed 2 % of the total number of fishing days in the ZEC during the preceding year and provided that the yearly maximum referred to in paragraph 1 of section 9 is complied with.

DIVISION V FEES PAYABLE

14. The fees payable by a person applying for membership that may be set by by-law of the agency shall not be less than \$10 nor more than \$20.

15. A person may not fish in a ZEC unless he has paid the fees set by by-law of the agency; those fees shall not exceed the following amounts or, in the case of a non-resident, those set under section 18:

- (1) \$38.50 per day in an open access sector;
- (2) \$82.50 per day in a limited access sector;
- (3) \$125 per day in a limited access sector for which the selection of fishermen is made in accordance with paragraph 1 of section 9; or
- (4) \$1 000 per day in any sector for which the selection of fishermen is made in accordance with section 13.

The fees referred to in subparagraph 4 of the first paragraph may be charged only where it is part of a fund-raising activity of a nonprofit organization.

16. To use a vehicle in a ZEC, a person shall pay the fees set by by-law of an agency, which shall not exceed:

- (1) \$5.50 per vehicle;

(2) \$3.00 more per vehicle where a person enters or leaves a ZEC between 10:00 p.m. and 7:00 a.m.

The first paragraph does not apply to

(1) a person travelling in a ZEC in the performance of his duties;

(2) a person who travels in a ZEC solely to reach a principal residence or private property that is not situated in the ZEC and come back from there;

(3) a person whose travel fees have been paid, in accordance with section 106.2 of the Act respecting the conservation and development of wildlife, by an outfitter, an agency or a recreational association;

(4) a person who just travels through a ZEC, and for whom the corresponding travel fees are paid to the agency by another person, an association or a group;

(5) a person who travels in a ZEC to reach lands in the public domain on which exclusive trapping rights only are granted or to reach a beaver reserve for the purpose of carrying out activities related to trapping, and to come back from there; or

(6) a lessee of exclusive trapping rights or his helper who travels in a ZEC for the purpose of carrying out trapping activities.

17. An agency may, by by-law, set for the benefit of any person an annual lump sum fee to travel in a ZEC not to exceed \$72. Such fee includes that of the spouse and minor children.

The payment of the lump-sum fee does not exempt the person paying it from paying the fee referred to in subparagraph 2 of the first paragraph of section 16.

18. An agency may, by by-law, increase the amount of the fees payable by non-residents to a maximum of twice the amount set by the agency for a resident pursuant to this Division.

This section does not apply to travel fees prescribed in sections 16 and 17.

19. As provided for in the second paragraph of section 110 of the Act respecting the conservation and development of wildlife, the amount of the fees which may be set by an agency under this Division may vary according to the criteria referred to in that paragraph.

DIVISION VI VEHICLES

20. An agency may, by by-law, prohibit for a given period the use of any type of vehicle for competitions, races or rallies.

DIVISION VII PENAL

21. Any person who contravenes any of sections 3, 4, 6, 8, 15 or 16 or a by-law made by an agency pursuant to section 20 is guilty of an offence.

DIVISION VIII TRANSITIONAL AND FINAL

22. Where the territory of a ZEC has been divided into sectors for fishing by a by-law made by an agency under section 5 and where such territory is enlarged by the Minister, the enlargement shall constitute an additional fishing sector until such time as a by-law respecting the enlargement, made by the agency pursuant to section 5, comes into force.

For the purposes of this section, where the enlargement is made up of separate areas, each area shall be deemed to constitute a separate sector.

23. The by-laws made by an agency managing a salmon fishing ZEC pursuant to the provisions of the Regulation respecting controlled zones, made by Order in Council 122-89 dated 8 February 1989, shall remain in force until they are amended, replaced or revoked by a by-law of that agency made under the provisions of this Regulation.

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

SCHEDULE I (s. 2)

SALMON FISHING CONTROLLED ZONES

- Grande-Rivière
- Pabok
- Petite Rivière-Cascapédia
- Rivière-Bonaventure
- Rivière-Cap-Chat
- Rivière-Dartmouth
- Rivière-des-Escoumins
- Rivières-Godbout-et-Mistassini
- Rivière-Jacques-Cartier
- Rivière-Laval

- Rivière-Madeleine
- Rivière-à-Mars
- Rivière-Matane
- Rivière-Mitis
- Rivière-Moisie
- Rivière-Nouvelle
- Rivière-Petit-Saguenay
- Rivière-Rimouski
- Rivière-Sainte-Marguerite
- Rivière-Saint-Jean-du-Saguenay
- Rivière-de-la-Trinité
- Rivière-York

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Gouvernement du Québec

O.C. 1259-99, 17 November 1999

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

Time limit to pay the victim surcharge

WHEREAS under section 737 of the Criminal Code (R.S.C., 1985, c. C-46), as replaced by section 20 of the Act to amend the Criminal Code (victims of crime) and another Act in consequence, chapter 25 of the Statutes of 1999, an offender who is convicted or discharged of an offence under that Act or the Controlled Drugs and Substances Act shall pay a victim surcharge, in addition to any other punishment imposed on the offender;

WHEREAS the amount of the surcharge is 15 per cent of any fine that is imposed on the offender for the offence or, if no fine is imposed on the offender, \$50 in the case of an offence punishable by summary conviction and \$100 in the case of an offence punishable by indictment;

WHEREAS the court may order an offender to pay a victim surcharge in an amount exceeding that set out above if the court considers it appropriate in the circumstances and is satisfied that the offender is able to pay the higher amount;

WHEREAS under subsection 737 (4) of the Code, the victim surcharge imposed in respect of an offence is payable at the time at which the fine is payable and, when no fine is imposed, within the time established by the lieutenant governor in council of the province in which the surcharge is imposed for payment of any such surcharge;

WHEREAS, when no fine is imposed, it is expedient to establish that the victim surcharge is payable within 45 days of the conviction or discharge pronounced by the court;

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

THAT the time allotted to an offender who is convicted or discharged of an offence under the Criminal Code or the Controlled Drugs and Substances Act to pay the required victim surcharge be 45 days from the conviction or discharge pronounced by the court, where no fine is imposed;

THAT this Order in Council take effect on the date of coming into force of section 20 of the Act to amend the Criminal Code (victims of crime) and another Act in consequence (S.C., 1999, c. 25).

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

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Gouvernement du Québec

O.C. 1266-99, 17 November 1999

Forest Act
(R.S.Q., c. F-4.1)

Forests in the domain of the State — Scaling of timber harvested

Regulation respecting the scaling of timber harvested in forests in the domain of the State

WHEREAS under section 26 of the Forest Act (R.S.Q., c. F-4.1), the holder of a forest management permit who harvests timber shall scale it according to the scaling standards prescribed by regulation of the Government;

WHEREAS under that section, the scaling method selected must first be approved by the Minister;

WHEREAS under paragraph 4 of section 172 of the Forest Act amended by section 140 of Chapter 40 of the Statutes of 1999, the Government may, by regulation, establish the scaling standards for timber harvested in forests in the domain of the State;

WHEREAS under paragraph 19 of the same section, the Government may, in the same way, prescribe which of the regulations under that section carry a penalty pursuant to section 181 of the Forest Act in the event of contravention;

WHEREAS the Government made the Regulation respecting the scaling standards for timber harvested in forests in the domain of the State by Order in Council 654-94 dated 4 May 1994;

WHEREAS it is expedient to replace that Regulation;

WHEREAS in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), a draft of the Regulation respecting the scaling of timber harvested in forests in the public domain was published in Part 2 of the *Gazette officielle du Québec* of 17 February 1999 with a notice that it could be made by the Government upon the expiry of 45 days following that publication;

WHEREAS it is expedient to make the Regulation with certain amendments;

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

THAT the Regulation respecting the scaling of timber harvested in forests in the domain of the State, attached to this Order in Council, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Regulation respecting the scaling of timber harvested in forests in the domain of the State

Forest Act
(R.S.Q., c. F-4.1, ss. 26 and 172, pars. 4 and 19;
1999, c. 40, s. 140)

DIVISION I GENERAL

1. In this Regulation, unless the context indicates otherwise,

“apparent volume” means the volume of the space occupied by a pile of timber; (*volume apparent*)

“cutting area” means the territory within the limits of which timber is harvested or the territory within the limits of which the holder of a forest management permit issued for the supply of a wood processing plant whose source of supply is timber harvested in forests in the domain of the State; (*parterre de coupe*)

“solid volume” means the actual volume of a piece of timber; (*volume solide*)

“volume table” means a table that makes it possible to determine the volume of a piece of timber, using one or more of its other known dimensions; (*tarif de cubage*)

“working day” means a day other than those enumerated in article 6 of the Code of Civil Procedure (R.S.Q., c. C-25), Saturdays and 24 and 31 December. (*jour ouvrable*)

2. Division II applies to any person harvesting timber in a forest in the domain of the State, as well as to any holder of a forest management permit issued for the supply of a wood processing plant whose source of supply is timber harvested in forests in the domain of the State.

Divisions III to VI apply to any holder of a forest management permit issued for the supply of a wood processing plant who harvests timber or whose source of supply is timber harvested in forests in the domain of the State.

DIVISION II SCALING METHODS AND APPROVAL OF THE SCALING METHOD

3. A culler who holds a permit issued under the Cullers Act (R.S.Q., c. M-12.1) shall scale timber according to species or group of species and quality, using one of the following methods or a combination of them:

(1) scaling by the piece, which consists in calculating the solid volume of each piece of sawn timber from its length and diameter;

(2) scaling by apparent volume, which consists in calculating the apparent volume of sawn and piled timber from the height, width and length of each pile;

(3) scaling of unsawn timber, which consists in calculating the solid volume of unsawn and piled trunks from the measurement of the diameter of the widest cut on the trunks and in establishing, by sampling, a stump volume table that makes it possible to calculate the average volume of the trunks based on their diameter;

(4) mass/volume scaling, which consists in calculating the volume of a quantity of timber from its total mass converted into a solid volume using the mass/volume conversion factor; that factor is the ratio between the total mass of the samples taken at random from the aggregate of the mass and the solid volume of those same samples.

4. No harvesting of or supplying with timber harvested in forests in the domain of the State may be

carried out before the Minister has approved the selected scaling method.

The application for approval of the scaling method shall be made on the form provided therefor by the Minister.

5. Timber harvested in a forest in the domain of the State shall be scaled in the cutting area before it is transported, or outside the cutting area after it is transported according to the terms of the approval of the scaling method and in accordance with that method.

The timber scaling data must appear on a scaling form complying with the model drawn up by the Minister for the scaling method applied.

Any scaling form shall be duly completed, dated and signed by a culler who holds a permit issued under the Cullers Act.

DIVISION III SCALING IN THE CUTTING AREA BEFORE TRANSPORTATION

6. A paper copy of the scaling forms shall be deposited, for verification purposes, in a sealed container located where the timber was scaled as soon as the forms are completed, dated and signed by the culler.

7. Scaled timber may not be transported outside the cutting area, unless the driver of the road vehicle in which timber was loaded is in possession of a transport voucher on which the following information appears:

(1) the source and destination of the timber;

(2) the date and time of departure from the loading point;

(3) the registration number of the vehicle; and

(4) the scaling project number, as well as the compilation unit number under which the timber was scaled, as indicated on the approval of the scaling method.

8. During transportation, a copy of the transport voucher shall be deposited in a sealed container at the place indicated.

The transport voucher shall be handed over on arrival at the unloading point.

9. The transport voucher handed over on arrival shall be completed by a person in charge of unloading timber by indicating the date and hour of arrival.

A copy of the voucher shall be kept and filed in a register kept for that purpose by the holder of the forest management permit.

DIVISION IV SCALING OUTSIDE THE CUTTING AREA AFTER TRANSPORTATION

10. Unscaled timber may not be transported outside the cutting area unless the driver of the road vehicle in which timber was loaded is in possession of a timber transportation authorization and loading registration form complying with the model drawn up for that purpose by the Minister and in which the following information appears:

(1) the information referred to in paragraphs 1 to 3 of section 7;

(2) the scaling project number, as well as the compilation unit number under which timber will be scaled, as indicated on the approval of the scaling method; and

(3) the species or group of species of the timber to be transported.

11. During transportation, a copy of the form referred to in section 10 shall be deposited in a sealed container at the place indicated.

The form shall be handed over on arrival at the unloading site.

12. The form handed over on arrival shall be completed by indicating the date and hour of arrival and, where applicable, the weighing data. It shall be signed by a culler who holds a permit issued under the Cullers Act.

A copy of the form shall be kept and filed in a register kept for that purpose by the holder of the forest management permit.

13. Scaling forms shall be completed, dated and signed by the culler no later than the fifth working day following the day the timber is received. That time limit is reduced to two working days where the mass/volume scaling method is carried out with grapple samples.

A paper copy of the scaling forms, as well as a summary of the registrations of the timber transportation authorization and loading registration forms complying with the model drawn up for that purpose by the Minister shall be deposited, for verification purposes, in a sealed container where the timber was scaled as soon as the documents are completed, dated and signed by the culler.

DIVISION V TRANSMISSION OF CERTAIN FORMS CONTAINING SCALING OR INVENTORY DATA

14. Scaling forms, duly completed, dated and signed by the culler, shall be transmitted by the holder of the forest management permit to the Minister so that the Minister receives them no later than the fifth working day following the day on which the paper copy of the forms was deposited in the sealed container.

The timber transportation authorization and loading registration forms shall be transmitted by the holder of the forest management permit to the Minister so that the Minister receives them no later than the fifth working day following the day on which they were duly completed in accordance with section 12.

15. An inventory estimating the volume of the timber felled but not yet scaled or declared on the last day of a calendar month shall be transmitted by the holder of the forest management permit to the Minister every month so that the Minister receives it no later than the fifth working day of the month following the month for which the inventory was made.

The inventory must indicate the location of the timber included in the inventory, be entered on a form complying with the model drawn up for that purpose by the Minister and be signed by a culler who holds a permit issued under the Cullers Act. It is used to determine the volume harvested until the timber is scaled and declared to the Minister.

DIVISION VI VERIFICATION OF SCALING AND CORRECTION

16. Timber must be left undisturbed at the place where it was scaled for at least two clear working days after the paper copy of the scaling forms containing the data relating to scaled timber is deposited in the sealed container, where scaling is carried out according to one of the methods provided for in paragraph 1, 2 or 3 of section 3, or for at least one clear working day after the paper copy of those forms is deposited in the sealed container, where scaling is carried out according to the method provided for in paragraph 4 of section 3.

The first paragraph also applies where a correction to the scaling modifies the duties to be paid. Notwithstanding the foregoing, the prescribed time periods are calculated from the date of the transmission to the Minister of the new form indicating the correction.

17. Timber shall be re-scaled or the scaling corrected, as the case may be, upon the request of the

Minister, where the verification carried out by the Minister shows discrepancies greater than 3 %.

Where re-scaling is required, the re-scaled timber must be left undisturbed at the place where it was scaled until the expiry of one of the time periods provided for in the first paragraph of section 16, as the case may be.

DIVISION VII STANDARDS APPLICABLE TO SEALED CONTAINERS

18. Any sealed container required for the purpose of this Regulation shall

- (1) be made of a hard structure;
- (2) have a volume of no less than 0.2 m³;
- (3) be waterproof and impervious enough to shelter the documents deposited therein from bad weather;
- (4) be equipped with a padlocked door allowing the persons in charge of the application of this Regulation to have access to the documents deposited therein;
- (5) bear the notice “scaling”, in the case of a sealed container referred to in section 6 or 13, or the notice “transportation”, in the case of a sealed container referred to in section 8 or 11; and
- (6) be located in an accessible place.

DIVISION VIII PENAL PROVISIONS

19. Any person harvesting timber in a forest in the domain of the State who contravenes any of the provisions of the first paragraph of section 4 or of the first and second paragraphs of section 5 commits an offence punishable under section 181 of the Forest Act (R.S.Q., c. F-4.1).

Any holder of a forest management permit issued for the supply of a wood processing plant whose source of supply is timber harvested in forests in the domain of the State who contravenes any of the provisions referred to in the first paragraph also commits an offence punishable under section 181 of the Forest Act.

20. Any holder of a forest management permit issued for the supply of a wood processing plant who harvests timber or whose source of supply is timber harvested in forests in the domain of the State and who contravenes any provision of sections 6 to 17 commits an offence punishable under section 181 of the Forest Act.

21. Any driver of a road vehicle who contravenes any provision of section 7, 8, 10 or 11 commits an offence punishable under section 181 of the Forest Act.

Where an offence referred to in the first paragraph is committed by the driver of a heavy vehicle, within the meaning of the Act respecting owners and operators of heavy vehicles (1998, c. 40), any owner or operator of that vehicle, within the meaning of that Act, who did not take the measures necessary to ensure that the driver of the vehicle complies with the provisions referred to in the first paragraph commits an offence punishable under section 181 of the Forest Act.

DIVISION IX MISCELLANEOUS

22. This Regulation replaces the Regulation respecting the scaling standards for timber harvested in forests in the public domain, made by Order in Council 654-94 dated 4 May 1994.

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

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Gouvernement du Québec

O.C. 1271-99, 17 November 1999

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

Bread distributors – Montréal — Amendments

Decree amending the Decree respecting bread distributors in the Montréal region

WHEREAS the Government made the Decree respecting bread distributors in the Montréal region (R.R.Q., 1981, c. D-2, r.28);

WHEREAS the contracting parties within the meaning of that Decree have petitioned the Minister of State for Labour and Employment and Minister of Labour to make certain amendments to that Decree;

WHEREAS sections 2, 6.1 and 6.2 of of the Act respecting collective agreement decrees (R.S.Q., c. D-2) authorize the Government to order the extension of a collective agreement and to amend an extension decree at the request of the contracting parties by making, where applicable, the amendments it deems appropriate;

WHEREAS, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1) and sections 5 and 6.1 of the Act respecting collective agreement decrees, a draft of the amending decree attached hereto was published in Part 2 of the *Gazette officielle du Québec* of 23 June, 1999 and, on that same date, in a French language newspaper and an English language newspaper, with a notice that it could be made by the Government on the expiry of the 45 day period following that publication;

WHEREAS it is expedient to make that draft Decree with amendments;

IT IS ORDERED, therefore, on the recommendation of the Minister of State for Labour and Employment and Minister of Labour:

THAT the Decree amending the Decree respecting bread distributors in the Montréal region, attached hereto, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Decree amending the Decree respecting bread distributors in the Montréal region*

An Act respecting collective agreement decrees (R.S.Q., c. D-2, ss. 2, 6.1 and 6.2)

1. The first “WHEREAS” of the Decree respecting bread distributors in the Montréal region is amended by replacing the name “Le Syndicat international des travailleurs et travailleuses de la boulangerie, confiserie et du tabac, section locale 55, FAT-COI-CTC-FTQ” by the name “Le Syndicat international des travailleurs et travailleuses de la boulangerie, confiserie, tabac et meunerie, local 55, FAT-COI-CTC-FTQ”.

2. Section 1.01 of the Decree is amended by inserting, after paragraph *c*, the following:

“(c.1) “spouses”: means either of two persons who:

- i. are married and cohabiting;

- ii. are living together in a de facto union and are the father and mother of the same child;

- iii. are of opposite sex or the same sex and have been living together in a de facto union for one year or more;”.

3. Section 2.01 of the Decree is replaced by the following:

“**2.01.** This Decree applies over the territory of the following municipalities:

ADMINISTRATIVE REGION 06 — MONTRÉAL

Communauté urbaine de Montréal

Ville d’Anjou, ville de Baie-d’Urfé, ville de Beaconsfield, cité de Côte-Saint-Luc, ville de Dollard-des-Ormeaux, cité de Dorval, ville de Hampstead, ville de Kirkland, ville de Lachine, ville de LaSalle, ville de L’Île-Bizard, ville de l’Île-Dorval, ville de Montréal, ville de Montréal-Est, ville de Montréal-Nord, ville de Montréal-Ouest, ville de Mont-Royal, ville de Outremont, ville de Pierrefonds, ville de Pointe-Claire, ville de Roxboro, ville de Sainte-Anne-de-Bellevue, ville de Sainte-Geneviève, ville de Saint-Laurent, ville de Saint-Léonard, ville de Saint-Pierre, village de Senneville, ville de Verdun, ville de Westmount.

ADMINISTRATIVE REGION 13 — LAVAL

Ville de Laval.

ADMINISTRATIVE REGION 14 — LANAUDIÈRE

In the regional county municipality of Les Moulins:

Ville de Lachenaie, ville de Mascouche, ville de Terrebonne.

ADMINISTRATIVE REGION 15 — LAURENTIDES

In the regional county municipality of Deux-Montagnes:

Ville de Saint-Eustache.

In the regional county municipality of Thérèse-de-Blainville:

Ville de Boisbriand, ville de Bois-des-Filion, ville de Lorraine, ville de Rosemère, ville de Sainte-Thérèse.

* The Decree respecting bread distributors in the Montréal region (R.R.Q. 1981, c. D-2, r.28) was last amended by the regulation made by Order in Council No. 757-98 dated 3 June 1998 (1998, *G.O.* 2, 2216). For previous amendments, please refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 September 1999.

ADMINISTRATIVE REGION 16 — MONTÉRÉGIE

In the regional county municipality of Champlain:

Ville de Brossard, ville de Greenfield Park, ville de LeMoyné, ville de Longueuil, ville de Saint-Hubert, ville de Saint-Lambert.

In the regional county municipality of Lajemmerais:

Ville de Boucherville, ville de Sainte-Julie.

In the regional county municipality of La-Vallée-du-Richelieu:

Ville de Saint-Bruno-de-Montarville.

In the regional county municipality of Roussillon:

Ville de Candiac, réserve indienne de Kahnawake, ville de La Prairie, ville de Sainte-Catherine.

In the regional county municipality of Vaudreuil-Soulanges:

Ville de L'Île-Perrot, Notre-Dame-de-L'Île-Perrot, ville de Pincourt, Terrasse-Vaudreuil.”

4. Section 4.01 of the Decree is replaced by the following:

“**4.01.** An employee’s minimum wages are as follows:

	for a regular five-day week	for one day
as of December 1, 1999	\$340	\$68
as of September 1, 2000:	\$355	\$71.”

5. Section 5.01 of the Decree is replaced by the following:

“**5.01.** For the purposes of computation of overtime hours, the regular workweek is 41 hours and 40 hours as of October 1, 2000.”

6. Section 5.07 of the Decree is replaced by the following:

“**5.07.** The delivery, transportation or shipping, unless the transportation or shipping involve bakery products in transit or intended for a location other than a retail trade establishment, may be carried out seven days

a week provided that the person working five days a week is entitled to two consecutive days off per week.”

7. Section 6.02 of the Decree is replaced by the following:

“**6.02.** However, if the employee must work on one of the statutory general holidays provided for in section 6.01, the employer, in addition to paying to the employee working on the holiday the wage corresponding to the work performed, must pay him the indemnity provided for in section 6.06 or grant him a compensatory holiday of one day which must be taken within the three weeks preceding or following the holiday.

This section does not apply to an employee carrying out the delivery, transportation or shipping of home-made style bread and specialty bread.”

8. Section 6.03 of the Decree is revoked.

9. Section 6.05 of the Decree is replaced by the following:

“**6.05.** Where a holiday coincides with a working day for an employee, the employer must pay to him an indemnity equal to the average of his daily wages for the days worked during the complete period of pay preceding that holiday, excluding overtime.

Notwithstanding the first paragraph, the indemnity paid to an employee remunerated mainly by commission must be equal to the average of his daily wages established from all the complete periods of pay in the three months preceding the holiday.”

10. Section 6.06 of the Decree is replaced by the following:

“**6.06.** If one of the statutory general holidays provided for in section 6.01 falls on a non-working day, the employer must pay to the employee, as an indemnity for that statutory holiday, a lump sum of \$68 and, as of September 1, 2000, a lump sum of \$71.

This section does not apply to an employee carrying out the delivery, transportation or shipping of home-made style bread and specialty bread.”

11. The Decree is amended by adding, after section 6.06, the following:

“**6.07.** If an employee is on annual leave on one of the statutory general holidays provided for in section 6.01, the employer must pay him the indemnity provided for in section 6.06 or grant him a compensatory holiday of one

day on a date agreed upon between the employer and the employee.

6.08. To benefit by a statutory general holiday provided for in section 6.01, the employee must be credited with 60 days of uninterrupted service in the undertaking and not be absent from work without the employer's authorization or without valid cause, on the day preceding or on the day following that holiday."

12. Sections 8.02 and 8.03 of the Decree are replaced by the following:

"**8.02.** An employee may be absent from work for two days without reduction of wages, by reason of the death or the funeral of his consort, his child or the child of his consort, or of his father, mother, brother or sister. He may also be absent from work, without pay, for three more days on such occasion.

8.03. An employee may be absent from work for one day, without reduction of wages, by reason of the death or the funeral of a son-in-law, daughter-in-law, one of his grandparents or grandchildren, or of the father, mother, brother or sister of his consort.

8.04. An employee may be absent from work for one day without reduction of wages, on his wedding day.

An employee may also be absent from work, without pay, on the wedding day of one of his children, of his father, mother, brother or sister or of a child of his consort.

8.05. An employee may be absent from work for five days at the birth of his child or the adoption of a child. The first two days of absence are remunerated if the employee is credited with 60 days of uninterrupted service.

This leave may be divided into days at the request of the employee. It may not be taken more than 15 days after the child arrives at the residence of his or her father or mother.

However, an employee who adopts the child of his consort may be absent from work for only two days, without pay.

8.06. In the circumstances referred to in sections 8.02 to 8.05, the employee must advise his employer of his absence as soon as possible."

13. Section 10.01 of the Decree is replaced by the following:

"**10.01.** This Decree remains in force until March 31, 2001."

14. This Decree comes into force on the day of its publication in the *Gazette officielle du Québec*.

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Gouvernement du Québec

O.C. 1290-99, 24 November 1999

Supplemental Pension Plans Act
(R.S.Q., c. R-15.1)

Plans exempted from the application of certain provisions of the Act — Amendments

In the matter of the Regulation to amend the Regulation respecting plans exempted from the application of certain provisions of the Supplemental Pension Plans Act

WHEREAS pursuant to section 2 of the Supplemental Pension Plans Act (R.S.Q., c. R-15.1), the Government may, by regulation and on the conditions it sets, exempt any category of pension plan from the application, in whole or in part, of the Act;

WHEREAS the establishment of flexible pension plans, which allow members to make additional contributions in order to obtain ancillary benefits, has been allowed under tax rules since November 1996;

WHEREAS the tax rules applicable to flexible pension plans may conflict with certain provisions of the Supplemental Pension Plans Act;

WHEREAS it is expedient to exempt flexible pension plans from the application of certain provisions of the Supplemental Pension Plans Act that are incompatible with the said rules;

WHEREAS pursuant to sections 10 of the Regulations Act (R.S.Q., c. R-18.1), the Regulation to Amend the Regulation respecting plans exempted from the application of certain provisions of the Supplemental Pension Plans Act was published in Part 2 of the *Gazette officielle du Québec* on 7 April 1999, together with a notice indicating that it could be submitted to the Government for approval on the expiry of 45 days following that publication;

IT IS ORDERED, therefore, upon the recommendation of the Minister of Social Solidarity:

THAT the Regulation to amend the Regulation respecting plans exempted from the application of certain provisions of the Supplemental Pension Plans Act, attached to this Order in Council, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Regulation to amend the Regulation respecting plans exempted from the application of certain provisions of the Supplemental Pension Plans Act*

Supplemental Pension Plans Act
(R.S.Q., c. R-15.1, s. 2, 2d para.)

1. The Regulation respecting plans exempted from the application of certain provisions of the Supplemental Pension Plans Act is amended by the insertion, after section 25, of the following division:

“DIVISION VII: FLEXIBLE RETIREMENT PLANS

26. A defined benefit or defined benefit-defined contribution pension plan that allows a member to pay, without a corresponding payment by the employer, a sum to be converted later into an ancillary benefit and which meets the requirements set forth in Bulletin 96-3, dated 25 November 1996, entitled “Newsletter” and published by Revenue Canada Taxation, Registered Plans Division, is said to be a “flexible pension plan”. The sum thus paid and the benefit arising therefrom are, for the purposes of this division, respectively, an “optional ancillary contribution” and an “optional ancillary benefit” provided they are within the meaning given to the terms similarly named in the said Bulletin.

27. For the purposes of this division, the provisions of the Act that concern additional voluntary contribution, adapted as required, apply to optional ancillary contributions.

28. A flexible pension plan that meets the conditions of this section is, with respect to optional ancillary contributions, exempted from the application of the following provisions of the Act:

(1) section 47, so that, where a member or beneficiary has become entitled to a benefit under the pension plan, the optional ancillary contributions continue, subject to the provisions of section 45.1 of the Act, to bear interest at the rate referred to in section 44 of the Act until the said contributions are converted into optional ancillary benefits;

(2) section 83, provided that the member is entitled, from the date on which a pension begins to be paid to him under the plan, to the formation of optional ancillary benefits, whose value shall be determined in accordance with section 33 of the Regulation, that arise from the said contributions credited to his account;

(3) the second paragraph of section 86 and subparagraph 1 of section 98 so that for the application of the other provisions of the said sections, the optional ancillary contributions are deemed to have been converted, to the highest value of the options available under the plan, into optional ancillary benefits on the day preceding, as the case may be, the death of the member, the date on which he ceased to be an active member or the date of the transfer application;

(4) section 264, so that the said contributions are non-transferable and non-seizable to the same extent as member contributions.

29. In addition to the requirements prescribed in section 14 of the Act, the text of a flexible pension plan shall provide as follows:

(1) the right of members to pay optional ancillary contributions to the plan as well as the conditions and time periods applicable to such right;

(2) the nature of the optional ancillary benefits that the member may choose, the methods and time periods applicable to such choice as well as the method for calculating such benefits and the conditions applicable to their formation;

(3) the rights of the member arising from the optional ancillary contributions that he has paid are limited to the value of the optional ancillary benefits which, under the provisions of the plan, are recognized for him.

The plan text shall also contain, on its title page or cover or within the introductory provisions of the plan, the following mention: “Flexible pension plan exempted

* The last amendment to the Regulation respecting plans exempted from the application of certain provisions of the Supplemental Pension Plans Act, approved by Order in Council 1160-90, dated 8 August 1990 (*G.O.* 1990, 2, 3261), was made by the regulation approved by Order in Council 280-99, dated 24 March 1999 (*G.O.* 1999, 2, 757). For the preceding amendments, see *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 September 1999.

from the application of certain provisions of the Supplemental Pension Plans Act”.

30. For the purposes of this division, section 87 of the Act shall be applied in such a way that the optional ancillary contributions not yet converted into optional ancillary benefits are deemed to have been converted on the day preceding the death of the member. This presumption shall, moreover, have the effect of resulting in the greatest increase in the member's pension based on the options available under the plan. Furthermore, the pension payable to the member's spouse shall be determined by supposing that the member was, before his death, receiving the pension resulting from the said conversion.

31. Subparagraph 2 of section 19 of the Act may not be applied to an amendment intended to exempt a plan from the application of the provisions of the Act referred to in section 28. Moreover, section 30 of the Act may not be applied to the registration of such amendment nor to the registration of a plan referred to in this division.

32. Any employer who is a party to a flexible pension plan shall undertake, in writing, to pay, in a lump sum, to each member who is his employee, a sum equal to the surplus optional ancillary contributions that may not be refunded directly to the member from the pension fund, insofar as that the provisions of the plan no longer allow the formation of benefits with all or part of the said contributions. The surplus optional ancillary benefits are equal to the difference, on the date of the conversion of the optional ancillary contributions into optional ancillary benefits, between the value of the said contributions and the value of the benefits arising from an option of the member or the application of subparagraph 4 of section 28 or section 30. The value of the optional ancillary benefits shall be calculated by using the assumptions referred to in section 33.

The undertaking of the employer referred to in the first paragraph extends to the spouse of the member who, through execution of a partition referred to in section 107 of the Act, is entitled to a portion of the optional ancillary contributions credited to the member's account. In such case, the sum paid by the employer to the said spouse is determined in the manner provided for in the first paragraph, adapted as required.

The undertaking referred to in the preceding paragraphs shall be sent to the pension committee, which shall attach a copy thereof to the application submitted to the Régie, in accordance with section 24 of the Act, for the registration of a plan referred to in this section or an amendment intended to exempt a plan from the application of the provisions of the Act referred to in sec-

tion 28. A copy of the undertaking as well as a notice mentioning the time limit provided for in subparagraph 3 of the first paragraph of section 29 and describing the risks related to the payment of optional ancillary contributions, particularly those resulting from the date on which retirement was taken and the member's characteristics on that date as well as the interest rate used when the conversion or the transfer of the benefits took place, shall also be attached to the documents sent to the members and to the employees eligible for membership in accordance with section 111 of the Act. The said undertaking shall also mention that in the event of the member's death, payment shall be made to his spouse, or in the absence of a spouse, to his assigns. For the application of this section, the spouse of a member is the person who meets the conditions provided for in section 85 of the Act.

Subject to section 45.1, the surplus optional ancillary contributions shall bear interest, between the dates of its determination and its payment, at the rate applicable to additional voluntary contributions in accordance with section 44 of the Act. The member may request payment of the sum corresponding to the surplus optional ancillary contributions from the date of their determination. Once the employer has made the payment required under this section, the balance of the contributions is nil.

33. The value of the optional ancillary benefits shall be calculated by using assumptions and methods similar to those adopted by the Council of the Canadian Institute of Actuaries on 13 July 1993, which are described in part D of section 2 and in section 3 of the Institute's standard of practice concerning recommendations for the calculation of transfer values for registered pension plans.

The plan may however provide, in a case where the conversion is made otherwise than in applying subparagraph 4 of section 28, that the value referred to in the first paragraph is calculated by using the same assumptions but replacing, in the standard of practice, the reference to the second calendar month preceding the calculation date by a reference to any average of the rates for the period extending from the second to the twenty-fifth month preceding that date.

34. In addition to the provisions of section 13 of the Regulation respecting supplemental pension plans, the application for registration of a pension plan subject to this section shall be accompanied with a fee of \$1000. Section 14 of the Regulation shall apply in case of default of payment of the said fee.

The application for registration of an amendment intended to exempt a plan from the application of the

provisions of the Act referred to in section 28 shall also be accompanied with a fee of \$1000.

35. The annual statement referred to in section 112 of the Act and sent to an active member who has already made optional ancillary contributions shall contain, in addition to the information provided for in subparagraphs 1 to 10 and 12 to 17 of section 57 of the Regulation respecting supplemental pension plans, the following information:

(1) the optional ancillary contributions and the other additional voluntary contributions recorded separately to the account of the member in the course of the fiscal year as well as the accumulated total, from his joining the plan, of the said contributions with interest at the end of the said fiscal year;

(2) where the member has already exercised options as to optional ancillary benefits, the nature of the benefits chosen;

(3) where circumstances warrant, the surplus optional ancillary contributions on the date of the end of the fiscal year, determined by supposing that the member ceased to be an active member, that he exercised his transfer right on that date and that the optional ancillary contributions have been converted at the maximum value among the options available under the plan.

36. The statement provided for in the first paragraph of section 113 of the Act shall, in the case of a member who has already made optional ancillary contributions, include, in addition to the information mentioned in the said paragraph, the following information:

(1) the information provided for in subparagraphs 2 to 5 of section 58 of the Regulation respecting supplemental pension plans;

(2) for the period elapsed since the end of the fiscal year covered by the last annual statement sent to the member concerned to the date on which he ceased to be an active member, the information provided for in subparagraphs 1 to 10, 12, 13 and 15 of section 57 of the Regulation respecting supplemental pension plans.

(3) the information provided for in subparagraphs 1 and 2 of section 35;

(4) where circumstances warrant, the surplus optional ancillary contributions on the date on which the member ceases to be an active member, determined by supposing that he exercised his transfer right on that date, that the optional ancillary contributions have been converted at the highest value among the options available under the

plan and a mention that a sum equal to the said surplus optional ancillary contributions must be paid by the employer in accordance with the written undertaking prescribed in section 32.

37. In the case of a member who has already made optional ancillary contributions, the statement prescribed in the first paragraph of section 108 of the Act shall, in addition to the information required under section 35 of the Regulation respecting Supplemental Pension Plans, show the optional ancillary contributions on the date on which proceedings were instituted, determined by supposing that the member exercised his transfer right on that date and that the contributions were converted at the maximum value among the options available under the plan.

38. A flexible pension plan may provide that the member contributions made by a member prior to the date of registration of the amendment referred to in section 31 are deemed to be optional ancillary contributions insofar as such contributions were made for the purpose of constituting optional ancillary contributions and the member consented in writing to his contributions being so deemed. Such an amendment shall also be subject to the Régie's authorization, as required under section 20 of the Act."

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

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Notice

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

Table of gross annual income from suitable employments for 2000

Notice is hereby given that the Commission de la santé et de la sécurité du travail adopted the final text of the "Regulation respecting the table of gross annual income from suitable employments for 2000", the text of which appears below.

This Regulation was republished in accordance with the Regulations Act (R.S.Q., c. R-18.1) on page 3066 of the *Gazette officielle du Québec* of 22 September 1999 with a Notice that, upon the expiry of 45 days following that publication, the Commission de la santé et de la sécurité du travail could adopt the final text.

Pursuant to section 50 of the Act respecting industrial accidents and occupational diseases, the "Regulation respecting the table of gross annual income from suitable employments for 2000" has effect from 1 January 2000.

TREFFLÉ LACOMBE,
Chairman of the board and
chief executive officer
of the Commission de la santé
et de la sécurité du travail

Regulation respecting the table of gross annual income from suitable employments for 2000

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

1. The table of gross annual income from suitable employments for the year 2000 is as follows:

Bracket		Lower limit		Higher limit
1.	from	\$14,750	to less than	\$15,500
2.	"	\$15,500	"	\$17,500
3.	"	\$17,500	"	\$20,500
4.	"	\$20,500	"	\$23,500
5.	"	\$23,500	"	\$26,500
6.	"	\$26,500	"	\$29,500
7.	"	\$29,500	"	\$32,500
8.	"	\$32,500	"	\$35,500
9.	"	\$35,500	"	\$38,500
10.	"	\$38,500	"	\$41,500
11.	"	\$41,500	"	\$44,500
12.	"	\$44,500	"	\$47,500
13.	"	\$47,500	"	\$50,500
14.	"	\$50,500	or more	

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

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Notice

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

Table of income replacement indemnities for 2000

Notice is hereby given that the Commission de la santé et de la sécurité du travail adopted the final text of the "Regulation respecting the table of income replacement indemnities for 2000", the text of which appears below.

This Regulation was prepublished in accordance with the Regulations Act (R.S.Q., c. R-18.1) on page 3067 of the *Gazette officielle du Québec* of 22 September 1999 with a Notice that, upon the expiry of 45 days following that publication, the Commission de la santé et de la sécurité du travail could adopt the final text.

Pursuant to section 63 of the Act respecting industrial accidents and occupational diseases, the "Regulation respecting the table of income replacement indemnities for 2000" has effect from 1 January 2000.

TREFFLÉ LACOMBE,
Chairman of the board and
chief executive officer
of the Commission de la santé
et de la sécurité du travail

Regulation respecting the table of income replacement indemnities for 2000

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

1. For the purposes of establishing the income replacement indemnity payable from the fifteenth day, the gross income of the worker is taken into consideration up to the maximum yearly insurable earnings of \$50,500 for the year 2000.

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

(1) Worker with dependent spouse:

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

(2) Worker with non-dependent spouse:

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

(3) Single or single-parent family:

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

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

**Annual gross
Income**
**Income replacement indemnities
(90 % of weighted net income for 2000)
Single or single-parent family**

	Number of dependents				
	0	1	2	3	4 or more
100	87.84	87.84	87.84	87.84	87.84
200	175.68	175.68	175.68	175.68	175.68
300	263.52	263.52	263.52	263.52	263.52
400	351.36	351.36	351.36	351.36	351.36
500	439.20	439.20	439.20	439.20	439.20
600	527.04	527.04	527.04	527.04	527.04
700	614.88	614.88	614.88	614.88	614.88
800	702.72	702.72	702.72	702.72	702.72
900	790.56	790.56	790.56	790.56	790.56
1,000	878.40	878.40	878.40	878.40	878.40
1,100	966.24	966.24	966.24	966.24	966.24
1,200	1,054.08	1,054.08	1,054.08	1,054.08	1,054.08
1,300	1,141.92	1,141.92	1,141.92	1,141.92	1,141.92
1,400	1,229.76	1,229.76	1,229.76	1,229.76	1,229.76
1,500	1,317.60	1,317.60	1,317.60	1,317.60	1,317.60
1,600	1,405.44	1,405.44	1,405.44	1,405.44	1,405.44
1,700	1,493.28	1,493.28	1,493.28	1,493.28	1,493.28
1,800	1,581.12	1,581.12	1,581.12	1,581.12	1,581.12
1,900	1,668.96	1,668.96	1,668.96	1,668.96	1,668.96
2,000	1,756.80	1,756.80	1,756.80	1,756.80	1,756.80
2,100	1,844.64	1,844.64	1,844.64	1,844.64	1,844.64
2,200	1,932.48	1,932.48	1,932.48	1,932.48	1,932.48
2,300	2,020.32	2,020.32	2,020.32	2,020.32	2,020.32
2,400	2,108.16	2,108.16	2,108.16	2,108.16	2,108.16
2,500	2,196.00	2,196.00	2,196.00	2,196.00	2,196.00
2,600	2,283.84	2,283.84	2,283.84	2,283.84	2,283.84
2,700	2,371.68	2,371.68	2,371.68	2,371.68	2,371.68
2,800	2,459.52	2,459.52	2,459.52	2,459.52	2,459.52
2,900	2,547.36	2,547.36	2,547.36	2,547.36	2,547.36
3,000	2,635.20	2,635.20	2,635.20	2,635.20	2,635.20
3,100	2,723.04	2,723.04	2,723.04	2,723.04	2,723.04
3,200	2,810.88	2,810.88	2,810.88	2,810.88	2,810.88

Annual gross Income	Income replacement indemnities (90 % of weighted net income for 2000) Single or single-parent family				
	Number of dependents				
	0	1	2	3	4 or more
3,300	2,898.72	2,898.72	2,898.72	2,898.72	2,898.72
3,400	2,986.56	2,986.56	2,986.56	2,986.56	2,986.56
3,500	3,074.40	3,074.40	3,074.40	3,074.40	3,074.40
3,600	3,158.73	3,158.73	3,158.73	3,158.73	3,158.73
3,700	3,243.06	3,243.06	3,243.06	3,243.06	3,243.06
3,800	3,327.39	3,327.39	3,327.39	3,327.39	3,327.39
3,900	3,411.72	3,411.72	3,411.72	3,411.72	3,411.72
4,000	3,496.05	3,496.05	3,496.05	3,496.05	3,496.05
4,100	3,580.38	3,580.38	3,580.38	3,580.38	3,580.38
4,200	3,664.71	3,664.71	3,664.71	3,664.71	3,664.71
4,300	3,749.04	3,749.04	3,749.04	3,749.04	3,749.04
4,400	3,833.37	3,833.37	3,833.37	3,833.37	3,833.37
4,500	3,917.70	3,917.70	3,917.70	3,917.70	3,917.70
4,600	4,002.03	4,002.03	4,002.03	4,002.03	4,002.03
4,700	4,086.36	4,086.36	4,086.36	4,086.36	4,086.36
4,800	4,170.69	4,170.69	4,170.69	4,170.69	4,170.69
4,900	4,255.02	4,255.02	4,255.02	4,255.02	4,255.02
5,000	4,339.35	4,339.35	4,339.35	4,339.35	4,339.35
5,100	4,423.68	4,423.68	4,423.68	4,423.68	4,423.68
5,200	4,508.01	4,508.01	4,508.01	4,508.01	4,508.01
5,300	4,592.34	4,592.34	4,592.34	4,592.34	4,592.34
5,400	4,676.67	4,676.67	4,676.67	4,676.67	4,676.67
5,500	4,761.00	4,761.00	4,761.00	4,761.00	4,761.00
5,600	4,845.33	4,845.33	4,845.33	4,845.33	4,845.33
5,700	4,929.66	4,929.66	4,929.66	4,929.66	4,929.66
5,800	5,013.99	5,013.99	5,013.99	5,013.99	5,013.99
5,900	5,098.32	5,098.32	5,098.32	5,098.32	5,098.32
6,000	5,182.65	5,182.65	5,182.65	5,182.65	5,182.65
6,100	5,266.98	5,266.98	5,266.98	5,266.98	5,266.98
6,200	5,351.31	5,351.31	5,351.31	5,351.31	5,351.31
6,300	5,435.64	5,435.64	5,435.64	5,435.64	5,435.64
6,400	5,519.97	5,519.97	5,519.97	5,519.97	5,519.97
6,500	5,604.30	5,604.30	5,604.30	5,604.30	5,604.30
6,600	5,688.63	5,688.63	5,688.63	5,688.63	5,688.63
6,700	5,772.96	5,772.96	5,772.96	5,772.96	5,772.96
6,800	5,857.29	5,857.29	5,857.29	5,857.29	5,857.29
6,900	5,941.62	5,941.62	5,941.62	5,941.62	5,941.62
7,000	6,025.95	6,025.95	6,025.95	6,025.95	6,025.95
7,100	6,110.28	6,110.28	6,110.28	6,110.28	6,110.28
7,200	6,194.61	6,194.61	6,194.61	6,194.61	6,194.61
7,300	6,278.94	6,278.94	6,278.94	6,278.94	6,278.94
7,400	6,363.27	6,363.27	6,363.27	6,363.27	6,363.27
7,500	6,447.60	6,447.60	6,447.60	6,447.60	6,447.60
7,600	6,531.93	6,531.93	6,531.93	6,531.93	6,531.93
7,700	6,616.26	6,616.26	6,616.26	6,616.26	6,616.26
7,800	6,700.59	6,700.59	6,700.59	6,700.59	6,700.59
7,900	6,784.92	6,784.92	6,784.92	6,784.92	6,784.92
8,000	6,869.25	6,869.25	6,869.25	6,869.25	6,869.25
8,100	6,877.54	6,953.58	6,953.58	6,953.58	6,953.58

Annual gross Income	Income replacement indemnities (90 % of weighted net income for 2000) Single or single-parent family				
	Number of dependents				
	0	1	2	3	4 or more
8,200	6,949.90	7,037.91	7,037.91	7,037.91	7,037.91
8,300	7,022.26	7,122.24	7,122.24	7,122.24	7,122.24
8,400	7,094.62	7,206.57	7,206.57	7,206.57	7,206.57
8,500	7,166.98	7,290.90	7,290.90	7,290.90	7,290.90
8,600	7,239.34	7,375.23	7,375.23	7,375.23	7,375.23
8,700	7,311.70	7,459.56	7,459.56	7,459.56	7,459.56
8,800	7,384.06	7,543.89	7,543.89	7,543.89	7,543.89
8,900	7,456.42	7,628.22	7,628.22	7,628.22	7,628.22
9,000	7,528.77	7,712.55	7,712.55	7,712.55	7,712.55
9,100	7,601.13	7,796.88	7,796.88	7,796.88	7,796.88
9,200	7,673.49	7,881.21	7,881.21	7,881.21	7,881.21
9,300	7,745.85	7,965.54	7,965.54	7,965.54	7,965.54
9,400	7,818.21	8,049.87	8,049.87	8,049.87	8,049.87
9,500	7,890.57	8,134.20	8,134.20	8,134.20	8,134.20
9,600	7,962.93	8,218.53	8,218.53	8,218.53	8,218.53
9,700	8,035.29	8,302.86	8,302.86	8,302.86	8,302.86
9,800	8,107.65	8,387.19	8,387.19	8,387.19	8,387.19
9,900	8,180.01	8,471.52	8,471.52	8,471.52	8,471.52
10,000	8,252.37	8,555.85	8,555.85	8,555.85	8,555.85
10,100	8,324.73	8,640.18	8,640.18	8,640.18	8,640.18
10,200	8,397.09	8,724.51	8,724.51	8,724.51	8,724.51
10,300	8,469.45	8,808.84	8,808.84	8,808.84	8,808.84
10,400	8,541.81	8,893.17	8,893.17	8,893.17	8,893.17
10,500	8,614.16	8,977.50	8,977.50	8,977.50	8,977.50
10,600	8,686.52	9,061.83	9,061.83	9,061.83	9,061.83
10,700	8,758.88	9,146.16	9,146.16	9,146.16	9,146.16
10,800	8,831.24	9,230.49	9,230.49	9,230.49	9,230.49
10,900	8,900.86	9,314.82	9,314.82	9,314.82	9,314.82
11,000	8,955.22	9,399.15	9,399.15	9,399.15	9,399.15
11,100	9,009.58	9,483.48	9,483.48	9,483.48	9,483.48
11,200	9,063.94	9,567.81	9,567.81	9,567.81	9,567.81
11,300	9,118.29	9,652.14	9,652.14	9,652.14	9,652.14
11,400	9,172.65	9,736.47	9,736.47	9,736.47	9,736.47
11,500	9,227.01	9,820.80	9,820.80	9,820.80	9,820.80
11,600	9,281.37	9,905.13	9,905.13	9,905.13	9,905.13
11,700	9,335.73	9,989.46	9,989.46	9,989.46	9,989.46
11,800	9,390.09	10,073.79	10,073.79	10,073.79	10,073.79
11,900	9,444.45	10,158.12	10,158.12	10,158.12	10,158.12
12,000	9,498.81	10,242.45	10,242.45	10,242.45	10,242.45
12,100	9,553.17	10,326.78	10,326.78	10,326.78	10,326.78
12,200	9,607.53	10,411.11	10,411.11	10,411.11	10,411.11
12,300	9,661.89	10,495.44	10,495.44	10,495.44	10,495.44
12,400	9,716.25	10,579.77	10,579.77	10,579.77	10,579.77
12,500	9,770.61	10,664.10	10,664.10	10,664.10	10,664.10
12,600	9,824.97	10,748.43	10,748.43	10,748.43	10,748.43
12,700	9,879.33	10,832.76	10,832.76	10,832.76	10,832.76
12,800	9,933.68	10,917.09	10,917.09	10,917.09	10,917.09
12,900	9,988.04	11,001.42	11,001.42	11,001.42	11,001.42
13,000	10,042.40	11,085.75	11,085.75	11,085.75	11,085.75

**Annual gross
Income**
**Income replacement indemnities
(90 % of weighted net income for 2000)
Single or single-parent family**

	Number of dependents				
	0	1	2	3	4 or more
13,100	10,096.76	11,170.08	11,170.08	11,170.08	11,170.08
13,200	10,151.12	11,254.41	11,254.41	11,254.41	11,254.41
13,300	10,205.48	11,338.74	11,338.74	11,338.74	11,338.74
13,400	10,259.84	11,423.07	11,423.07	11,423.07	11,423.07
13,500	10,314.20	11,507.40	11,507.40	11,507.40	11,507.40
13,600	10,368.56	11,591.73	11,591.73	11,591.73	11,591.73
13,700	10,422.92	11,676.06	11,676.06	11,676.06	11,676.06
13,800	10,477.28	11,760.39	11,760.39	11,760.39	11,760.39
13,900	10,531.64	11,844.72	11,844.72	11,844.72	11,844.72
14,000	10,586.00	11,929.05	11,929.05	11,929.05	11,929.05
14,100	10,640.36	11,992.66	11,992.66	11,992.66	11,992.66
14,200	10,694.72	12,065.02	12,065.02	12,065.02	12,065.02
14,300	10,749.08	12,137.38	12,137.38	12,137.38	12,137.38
14,400	10,803.43	12,209.74	12,209.74	12,209.74	12,209.74
14,500	10,857.79	12,282.10	12,282.10	12,282.10	12,282.10
14,600	10,912.15	12,354.45	12,354.45	12,354.45	12,354.45
14,700	10,966.51	12,426.81	12,426.81	12,426.81	12,426.81
14,800	11,020.87	12,499.17	12,499.17	12,499.17	12,499.17
14,900	11,075.23	12,571.53	12,571.53	12,571.53	12,571.53
15,000	11,129.59	12,643.89	12,643.89	12,643.89	12,643.89
15,100	11,183.95	12,716.25	12,716.25	12,716.25	12,716.25
15,200	11,238.31	12,788.61	12,788.61	12,788.61	12,788.61
15,300	11,292.67	12,860.97	12,860.97	12,860.97	12,860.97
15,400	11,347.03	12,933.33	12,933.33	12,933.33	12,933.33
15,500	11,401.39	13,005.69	13,005.69	13,005.69	13,005.69
15,600	11,455.75	13,078.05	13,078.05	13,078.05	13,078.05
15,700	11,510.11	13,150.41	13,150.41	13,150.41	13,150.41
15,800	11,564.47	13,222.77	13,222.77	13,222.77	13,222.77
15,900	11,618.83	13,295.13	13,295.13	13,295.13	13,295.13
16,000	11,673.18	13,367.49	13,367.49	13,367.49	13,367.49
16,100	11,727.54	13,439.85	13,439.85	13,439.85	13,439.85
16,200	11,781.90	13,512.20	13,512.20	13,512.20	13,512.20
16,300	11,836.26	13,584.56	13,584.56	13,584.56	13,584.56
16,400	11,890.62	13,656.92	13,656.92	13,656.92	13,656.92
16,500	11,944.98	13,729.28	13,729.28	13,729.28	13,729.28
16,600	11,999.34	13,801.64	13,801.64	13,801.64	13,801.64
16,700	12,053.70	13,874.00	13,874.00	13,874.00	13,874.00
16,800	12,108.06	13,946.36	13,946.36	13,946.36	13,946.36
16,900	12,162.42	14,018.72	14,018.72	14,018.72	14,018.72
17,000	12,216.78	14,091.08	14,091.08	14,091.08	14,091.08
17,100	12,271.14	14,163.44	14,163.44	14,163.44	14,163.44
17,200	12,325.50	14,235.80	14,235.80	14,235.80	14,235.80
17,300	12,379.86	14,308.16	14,308.16	14,308.16	14,308.16
17,400	12,434.22	14,380.52	14,380.52	14,380.52	14,380.52
17,500	12,488.57	14,452.88	14,452.88	14,452.88	14,452.88
17,600	12,542.93	14,525.24	14,525.24	14,525.24	14,525.24
17,700	12,597.29	14,597.59	14,597.59	14,597.59	14,597.59
17,800	12,651.65	14,669.95	14,669.95	14,669.95	14,669.95
17,900	12,706.01	14,742.31	14,742.31	14,742.31	14,742.31

Annual gross Income	Income replacement indemnities (90 % of weighted net income for 2000) Single or single-parent family				
	Number of dependents				
	0	1	2	3	4 or more
18,000	12,760.37	14,814.67	14,814.67	14,814.67	14,814.67
18,100	12,814.73	14,887.03	14,887.03	14,887.03	14,887.03
18,200	12,869.09	14,959.39	14,959.39	14,959.39	14,959.39
18,300	12,923.45	15,031.75	15,031.75	15,031.75	15,031.75
18,400	12,977.81	15,104.11	15,104.11	15,104.11	15,104.11
18,500	13,032.17	15,176.47	15,176.47	15,176.47	15,176.47
18,600	13,086.53	15,248.83	15,248.83	15,248.83	15,248.83
18,700	13,140.89	15,321.19	15,321.19	15,321.19	15,321.19
18,800	13,195.25	15,393.55	15,393.55	15,393.55	15,393.55
18,900	13,249.61	15,465.91	15,465.91	15,465.91	15,465.91
19,000	13,303.97	15,538.27	15,538.27	15,538.27	15,538.27
19,100	13,358.32	15,610.63	15,610.63	15,610.63	15,610.63
19,200	13,412.68	15,682.99	15,682.99	15,682.99	15,682.99
19,300	13,467.04	15,755.34	15,755.34	15,755.34	15,755.34
19,400	13,521.40	15,827.70	15,827.70	15,827.70	15,827.70
19,500	13,575.76	15,900.06	15,900.06	15,900.06	15,900.06
19,600	13,630.12	15,972.42	15,972.42	15,972.42	15,972.42
19,700	13,684.48	16,044.78	16,044.78	16,044.78	16,044.78
19,800	13,738.84	16,117.14	16,117.14	16,117.14	16,117.14
19,900	13,793.20	16,189.50	16,189.50	16,189.50	16,189.50
20,000	13,847.56	16,261.86	16,261.86	16,261.86	16,261.86
20,100	13,901.92	16,334.22	16,334.22	16,334.22	16,334.22
20,200	13,956.28	16,406.58	16,406.58	16,406.58	16,406.58
20,300	14,010.64	16,478.94	16,478.94	16,478.94	16,478.94
20,400	14,065.00	16,551.30	16,551.30	16,551.30	16,551.30
20,500	14,119.36	16,623.66	16,623.66	16,623.66	16,623.66
20,600	14,173.71	16,696.02	16,696.02	16,696.02	16,696.02
20,700	14,228.07	16,768.38	16,768.38	16,768.38	16,768.38
20,800	14,282.43	16,840.74	16,840.74	16,840.74	16,840.74
20,900	14,336.79	16,913.09	16,913.09	16,913.09	16,913.09
21,000	14,391.15	16,985.45	16,985.45	16,985.45	16,985.45
21,100	14,445.51	17,057.81	17,057.81	17,057.81	17,057.81
21,200	14,499.87	17,130.17	17,130.17	17,130.17	17,130.17
21,300	14,554.23	17,202.53	17,202.53	17,202.53	17,202.53
21,400	14,608.59	17,264.95	17,274.89	17,274.89	17,274.89
21,500	14,662.95	17,319.31	17,347.25	17,347.25	17,347.25
21,600	14,717.31	17,373.66	17,419.61	17,419.61	17,419.61
21,700	14,771.67	17,428.02	17,491.97	17,491.97	17,491.97
21,800	14,826.03	17,482.38	17,564.33	17,564.33	17,564.33
21,900	14,880.39	17,536.74	17,636.69	17,636.69	17,636.69
22,000	14,934.75	17,591.10	17,709.05	17,709.05	17,709.05
22,100	14,989.11	17,645.46	17,781.41	17,781.41	17,781.41
22,200	15,043.46	17,699.82	17,853.77	17,853.77	17,853.77
22,300	15,097.82	17,754.18	17,926.13	17,926.13	17,926.13
22,400	15,152.18	17,808.54	17,998.48	17,998.48	17,998.48
22,500	15,206.54	17,862.90	18,070.84	18,070.84	18,070.84
22,600	15,260.90	17,917.26	18,143.20	18,143.20	18,143.20
22,700	15,315.26	17,971.62	18,215.56	18,215.56	18,215.56
22,800	15,369.62	18,025.98	18,287.92	18,287.92	18,287.92

Annual gross Income	Income replacement indemnities (90 % of weighted net income for 2000) Single or single-parent family				
	Number of dependents				
	0	1	2	3	4 or more
22,900	15,423.98	18,080.34	18,360.28	18,360.28	18,360.28
23,000	15,478.34	18,134.70	18,432.64	18,432.64	18,432.64
23,100	15,532.70	18,189.06	18,505.00	18,505.00	18,505.00
23,200	15,587.06	18,243.41	18,577.36	18,577.36	18,577.36
23,300	15,641.42	18,297.77	18,649.72	18,649.72	18,649.72
23,400	15,695.78	18,352.13	18,722.08	18,722.08	18,722.08
23,500	15,750.14	18,406.49	18,794.44	18,794.44	18,794.44
23,600	15,804.50	18,460.85	18,866.80	18,866.80	18,866.80
23,700	15,858.85	18,515.21	18,939.16	18,939.16	18,939.16
23,800	15,913.21	18,569.57	19,011.52	19,011.52	19,011.52
23,900	15,967.57	18,623.93	19,083.88	19,083.88	19,083.88
24,000	16,021.93	18,678.29	19,156.23	19,156.23	19,156.23
24,100	16,076.29	18,732.65	19,228.59	19,228.59	19,228.59
24,200	16,130.65	18,787.01	19,283.81	19,300.95	19,300.95
24,300	16,185.01	18,841.37	19,338.17	19,373.31	19,373.31
24,400	16,239.37	18,895.73	19,392.53	19,445.67	19,445.67
24,500	16,293.73	18,950.09	19,446.89	19,518.03	19,518.03
24,600	16,348.09	19,004.45	19,501.25	19,590.39	19,590.39
24,700	16,402.45	19,058.80	19,555.60	19,662.75	19,662.75
24,800	16,456.81	19,113.16	19,609.96	19,735.11	19,735.11
24,900	16,511.17	19,167.52	19,664.32	19,807.47	19,807.47
25,000	16,565.53	19,221.88	19,718.68	19,879.83	19,879.83
25,100	16,617.19	19,273.54	19,770.34	19,952.19	19,952.19
25,200	16,668.85	19,325.20	19,822.00	20,024.55	20,024.55
25,300	16,720.50	19,376.86	19,873.66	20,096.91	20,096.91
25,400	16,772.16	19,428.52	19,925.32	20,169.27	20,169.27
25,500	16,823.82	19,480.18	19,976.98	20,241.62	20,241.62
25,600	16,875.48	19,531.84	20,028.64	20,313.98	20,313.98
25,700	16,927.14	19,583.50	20,080.30	20,386.34	20,386.34
25,800	16,978.80	19,635.16	20,131.96	20,458.70	20,458.70
25,900	17,030.46	19,686.82	20,183.62	20,531.06	20,531.06
26,000	17,082.12	19,738.48	20,235.28	20,603.42	20,603.42
26,100	17,130.67	19,781.63	20,278.43	20,675.78	20,675.78
26,200	17,179.23	19,824.79	20,321.59	20,748.14	20,748.14
26,300	17,227.78	19,867.94	20,364.74	20,820.50	20,820.50
26,400	17,276.34	19,911.09	20,407.89	20,892.86	20,892.86
26,500	17,324.89	19,954.25	20,451.05	20,947.85	20,965.22
26,600	17,373.45	19,997.40	20,494.20	20,991.00	21,037.58
26,700	17,422.00	20,040.56	20,537.36	21,034.16	21,109.94
26,800	17,470.55	20,083.71	20,580.51	21,077.31	21,182.30
26,900	17,519.11	20,126.87	20,623.67	21,120.47	21,254.66
27,000	17,567.66	20,170.02	20,666.82	21,163.62	21,327.02
27,100	17,616.22	20,213.17	20,709.97	21,206.77	21,399.37
27,200	17,664.77	20,256.33	20,753.13	21,249.93	21,471.73
27,300	17,713.33	20,299.48	20,796.28	21,293.08	21,544.09
27,400	17,761.88	20,342.64	20,839.44	21,336.24	21,616.45
27,500	17,810.44	20,385.79	20,882.59	21,379.39	21,688.81
27,600	17,858.99	20,428.95	20,925.75	21,422.55	21,761.17
27,700	17,907.54	20,472.10	20,968.90	21,465.70	21,833.53

**Annual gross
Income**
**Income replacement indemnities
(90 % of weighted net income for 2000)
Single or single-parent family**

	Number of dependents				
	0	1	2	3	4 or more
27,800	17,956.10	20,515.25	21,012.05	21,508.85	21,905.89
27,900	18,004.65	20,558.41	21,055.21	21,552.01	21,978.25
28,000	18,053.21	20,601.56	21,098.36	21,595.16	22,050.61
28,100	18,101.76	20,644.72	21,141.52	21,638.32	22,122.97
28,200	18,150.32	20,687.87	21,184.67	21,681.47	22,178.27
28,300	18,198.87	20,731.03	21,227.83	21,724.63	22,221.43
28,400	18,247.42	20,774.18	21,270.98	21,767.78	22,264.58
28,500	18,295.98	20,817.34	21,314.14	21,810.94	22,307.74
28,600	18,344.53	20,860.49	21,357.29	21,854.09	22,350.89
28,700	18,393.09	20,903.64	21,400.44	21,897.24	22,394.04
28,800	18,441.64	20,946.80	21,443.60	21,940.40	22,437.20
28,900	18,490.20	20,989.95	21,486.75	21,983.55	22,480.35
29,000	18,538.75	21,033.11	21,529.91	22,026.71	22,523.51
29,100	18,587.31	21,076.26	21,573.06	22,069.86	22,566.66
29,200	18,635.86	21,119.42	21,616.22	22,113.02	22,609.82
29,300	18,684.41	21,162.57	21,659.37	22,156.17	22,652.97
29,400	18,732.97	21,205.72	21,702.52	22,199.32	22,696.12
29,500	18,781.52	21,248.88	21,745.68	22,242.48	22,739.28
29,600	18,829.40	21,291.36	21,788.16	22,284.96	22,781.76
29,700	18,871.19	21,327.75	21,824.55	22,321.35	22,818.15
29,800	18,912.98	21,364.14	21,860.94	22,357.74	22,854.54
29,900	18,954.77	21,400.53	21,897.33	22,394.13	22,890.93
30,000	18,996.56	21,436.92	21,933.72	22,430.52	22,927.32
30,100	19,038.35	21,473.31	21,970.11	22,466.91	22,963.71
30,200	19,080.15	21,509.70	22,006.50	22,503.30	23,000.10
30,300	19,121.94	21,546.09	22,042.89	22,539.69	23,036.49
30,400	19,163.73	21,582.48	22,079.28	22,576.08	23,072.88
30,500	19,205.52	21,618.87	22,115.67	22,612.47	23,109.27
30,600	19,247.31	21,655.27	22,152.07	22,648.87	23,145.67
30,700	19,289.10	21,691.66	22,188.46	22,685.26	23,182.06
30,800	19,330.89	21,728.05	22,224.85	22,721.65	23,218.45
30,900	19,372.68	21,764.44	22,261.24	22,758.04	23,254.84
31,000	19,414.47	21,800.83	22,297.63	22,794.43	23,291.23
31,100	19,456.26	21,837.22	22,334.02	22,830.82	23,327.62
31,200	19,498.05	21,873.61	22,370.41	22,867.21	23,364.01
31,300	19,539.85	21,910.00	22,406.80	22,903.60	23,400.40
31,400	19,581.64	21,946.39	22,443.19	22,939.99	23,436.79
31,500	19,623.43	21,982.78	22,479.58	22,976.38	23,473.18
31,600	19,665.22	22,019.17	22,515.97	23,012.77	23,509.57
31,700	19,707.01	22,055.57	22,552.37	23,049.17	23,545.97
31,800	19,748.80	22,091.96	22,588.76	23,085.56	23,582.36
31,900	19,790.59	22,128.35	22,625.15	23,121.95	23,618.75
32,000	19,832.38	22,164.74	22,661.54	23,158.34	23,655.14
32,100	19,874.17	22,201.13	22,697.93	23,194.73	23,691.53
32,200	19,915.96	22,237.52	22,734.32	23,231.12	23,727.92
32,300	19,957.75	22,273.91	22,770.71	23,267.51	23,764.31
32,400	19,999.54	22,310.30	22,807.10	23,303.90	23,800.70
32,500	20,041.34	22,346.69	22,843.49	23,340.29	23,837.09
32,600	20,083.13	22,383.08	22,879.88	23,376.68	23,873.48

Annual gross Income	Income replacement indemnities (90 % of weighted net income for 2000) Single or single-parent family				
	Number of dependents				
	0	1	2	3	4 or more
32,700	20,124.92	22,419.47	22,916.27	23,413.07	23,909.87
32,800	20,166.71	22,455.86	22,952.66	23,449.46	23,946.26
32,900	20,208.50	22,492.26	22,989.06	23,485.86	23,982.66
33,000	20,250.29	22,528.65	23,025.45	23,522.25	24,019.05
33,100	20,295.19	22,568.14	23,064.94	23,561.74	24,058.54
33,200	20,340.08	22,607.64	23,104.44	23,601.24	24,098.04
33,300	20,384.98	22,647.13	23,143.93	23,640.73	24,137.53
33,400	20,429.87	22,686.63	23,183.43	23,680.23	24,177.03
33,500	20,474.77	22,726.13	23,222.93	23,719.73	24,216.53
33,600	20,519.66	22,765.62	23,262.42	23,759.22	24,256.02
33,700	20,564.56	22,805.12	23,301.92	23,798.72	24,295.52
33,800	20,609.46	22,844.61	23,341.41	23,838.21	24,335.01
33,900	20,654.35	22,884.11	23,380.91	23,877.71	24,374.51
34,000	20,699.25	22,923.60	23,420.40	23,917.20	24,414.00
34,100	20,744.14	22,963.10	23,459.90	23,956.70	24,453.50
34,200	20,789.04	23,002.60	23,499.40	23,996.20	24,493.00
34,300	20,833.94	23,042.09	23,538.89	24,035.69	24,532.49
34,400	20,878.83	23,081.59	23,578.39	24,075.19	24,571.99
34,500	20,923.73	23,121.08	23,617.88	24,114.68	24,611.48
34,600	20,968.62	23,160.58	23,657.38	24,154.18	24,650.98
34,700	21,013.52	23,200.08	23,696.88	24,193.68	24,690.48
34,800	21,058.42	23,239.57	23,736.37	24,233.17	24,729.97
34,900	21,103.31	23,279.07	23,775.87	24,272.67	24,769.47
35,000	21,148.21	23,318.56	23,815.36	24,312.16	24,808.96
35,100	21,193.10	23,358.06	23,854.86	24,351.66	24,848.46
35,200	21,238.00	23,397.56	23,894.36	24,391.16	24,887.96
35,300	21,282.89	23,437.05	23,933.85	24,430.65	24,927.45
35,400	21,327.79	23,476.55	23,973.35	24,470.15	24,966.95
35,500	21,372.69	23,516.04	24,012.84	24,509.64	25,006.44
35,600	21,417.58	23,555.54	24,052.34	24,549.14	25,045.94
35,700	21,462.48	23,595.03	24,091.83	24,588.63	25,085.43
35,800	21,507.37	23,634.53	24,131.33	24,628.13	25,124.93
35,900	21,552.27	23,674.03	24,170.83	24,667.63	25,164.43
36,000	21,597.17	23,713.52	24,210.32	24,707.12	25,203.92
36,100	21,642.06	23,753.02	24,249.82	24,746.62	25,243.42
36,200	21,686.96	23,792.51	24,289.31	24,786.11	25,282.91
36,300	21,731.85	23,832.01	24,328.81	24,825.61	25,322.41
36,400	21,776.75	23,871.51	24,368.31	24,865.11	25,361.91
36,500	21,821.64	23,911.00	24,407.80	24,904.60	25,401.40
36,600	21,866.54	23,950.50	24,447.30	24,944.10	25,440.90
36,700	21,911.44	23,989.99	24,486.79	24,983.59	25,480.39
36,800	21,956.33	24,029.49	24,526.29	25,023.09	25,519.89
36,900	22,001.23	24,068.98	24,565.78	25,062.58	25,559.38
37,000	22,046.12	24,108.48	24,605.28	25,102.08	25,598.88
37,100	22,091.02	24,147.98	24,644.78	25,141.58	25,638.38
37,200	22,135.92	24,187.47	24,684.27	25,181.07	25,677.87
37,300	22,180.81	24,226.97	24,723.77	25,220.57	25,717.37
37,400	22,225.71	24,266.46	24,763.26	25,260.06	25,756.86
37,500	22,270.60	24,305.96	24,802.76	25,299.56	25,796.36

Annual gross Income	Income replacement indemnities (90 % of weighted net income for 2000) Single or single-parent family				
	Number of dependents				
	0	1	2	3	4 or more
37,600	22,315.50	24,345.46	24,842.26	25,339.06	25,835.86
37,700	22,363.41	24,387.96	24,884.76	25,381.56	25,878.36
37,800	22,411.31	24,430.47	24,927.27	25,424.07	25,920.87
37,900	22,459.22	24,472.98	24,969.78	25,466.58	25,963.38
38,000	22,507.13	24,515.49	25,012.29	25,509.09	26,005.89
38,100	22,555.04	24,557.99	25,054.79	25,551.59	26,048.39
38,200	22,602.94	24,600.50	25,097.30	25,594.10	26,090.90
38,300	22,650.85	24,643.01	25,139.81	25,636.61	26,133.41
38,400	22,698.76	24,685.52	25,182.32	25,679.12	26,175.92
38,500	22,746.67	24,728.02	25,224.82	25,721.62	26,218.42
38,600	22,794.58	24,770.53	25,267.33	25,764.13	26,260.93
38,700	22,842.48	24,813.04	25,309.84	25,806.64	26,303.44
38,800	22,890.39	24,855.55	25,352.35	25,849.15	26,345.95
38,900	22,938.30	24,898.05	25,394.85	25,891.65	26,388.45
39,000	22,986.21	24,940.56	25,437.36	25,934.16	26,430.96
39,100	23,035.97	24,984.92	25,481.72	25,978.52	26,475.32
39,200	23,085.73	25,029.28	25,526.08	26,022.88	26,519.68
39,300	23,135.49	25,073.65	25,570.45	26,067.25	26,564.05
39,400	23,185.25	25,118.01	25,614.81	26,111.61	26,608.41
39,500	23,235.01	25,162.37	25,659.17	26,155.97	26,652.77
39,600	23,284.77	25,206.73	25,703.53	26,200.33	26,697.13
39,700	23,334.53	25,251.09	25,747.89	26,244.69	26,741.49
39,800	23,384.29	25,295.45	25,792.25	26,289.05	26,785.85
39,900	23,434.05	25,339.81	25,836.61	26,333.41	26,830.21
40,000	23,483.82	25,384.17	25,880.97	26,377.77	26,874.57
40,100	23,533.58	25,428.53	25,925.33	26,422.13	26,918.93
40,200	23,583.34	25,472.89	25,969.69	26,466.49	26,963.29
40,300	23,633.10	25,517.26	26,014.06	26,510.86	27,007.66
40,400	23,682.86	25,561.62	26,058.42	26,555.22	27,052.02
40,500	23,732.62	25,605.98	26,102.78	26,599.58	27,096.38
40,600	23,782.38	25,650.34	26,147.14	26,643.94	27,140.74
40,700	23,832.14	25,694.70	26,191.50	26,688.30	27,185.10
40,800	23,881.90	25,739.06	26,235.86	26,732.66	27,229.46
40,900	23,931.66	25,783.42	26,280.22	26,777.02	27,273.82
41,000	23,981.43	25,827.78	26,324.58	26,821.38	27,318.18
41,100	24,031.19	25,872.14	26,368.94	26,865.74	27,362.54
41,200	24,080.95	25,916.50	26,413.30	26,910.10	27,406.90
41,300	24,130.71	25,960.87	26,457.67	26,954.47	27,451.27
41,400	24,180.47	26,005.23	26,502.03	26,998.83	27,495.63
41,500	24,230.23	26,049.59	26,546.39	27,043.19	27,539.99
41,600	24,279.99	26,093.95	26,590.75	27,087.55	27,584.35
41,700	24,329.75	26,138.31	26,635.11	27,131.91	27,628.71
41,800	24,379.51	26,182.67	26,679.47	27,176.27	27,673.07
41,900	24,429.27	26,227.03	26,723.83	27,220.63	27,717.43
42,000	24,479.04	26,271.39	26,768.19	27,264.99	27,761.79
42,100	24,528.80	26,315.75	26,812.55	27,309.35	27,806.15
42,200	24,578.56	26,360.11	26,856.91	27,353.71	27,850.51
42,300	24,628.32	26,404.48	26,901.28	27,398.08	27,894.88
42,400	24,678.08	26,448.84	26,945.64	27,442.44	27,939.24

Annual gross Income	Income replacement indemnities (90 % of weighted net income for 2000) Single or single-parent family				
	Number of dependents				
	0	1	2	3	4 or more
42,500	24,727.84	26,493.20	26,990.00	27,486.80	27,983.60
42,600	24,777.60	26,537.56	27,034.36	27,531.16	28,027.96
42,700	24,827.36	26,581.92	27,078.72	27,575.52	28,072.32
42,800	24,877.12	26,626.28	27,123.08	27,619.88	28,116.68
42,900	24,926.88	26,670.64	27,167.44	27,664.24	28,161.04
43,000	24,976.65	26,715.00	27,211.80	27,708.60	28,205.40
43,100	25,026.41	26,759.36	27,256.16	27,752.96	28,249.76
43,200	25,076.17	26,803.72	27,300.52	27,797.32	28,294.12
43,300	25,125.93	26,848.09	27,344.89	27,841.69	28,338.49
43,400	25,175.69	26,892.45	27,389.25	27,886.05	28,382.85
43,500	25,225.45	26,936.81	27,433.61	27,930.41	28,427.21
43,600	25,275.21	26,981.17	27,477.97	27,974.77	28,471.57
43,700	25,324.97	27,025.53	27,522.33	28,019.13	28,515.93
43,800	25,374.73	27,069.89	27,566.69	28,063.49	28,560.29
43,900	25,424.49	27,114.25	27,611.05	28,107.85	28,604.65
44,000	25,474.26	27,158.61	27,655.41	28,152.21	28,649.01
44,100	25,524.02	27,202.97	27,699.77	28,196.57	28,693.37
44,200	25,573.78	27,247.33	27,744.13	28,240.93	28,737.73
44,300	25,623.54	27,291.70	27,788.50	28,285.30	28,782.10
44,400	25,673.30	27,336.06	27,832.86	28,329.66	28,826.46
44,500	25,723.06	27,380.42	27,877.22	28,374.02	28,870.82
44,600	25,772.82	27,424.78	27,921.58	28,418.38	28,915.18
44,700	25,822.58	27,469.14	27,965.94	28,462.74	28,959.54
44,800	25,872.34	27,513.50	28,010.30	28,507.10	29,003.90
44,900	25,922.10	27,557.86	28,054.66	28,551.46	29,048.26
45,000	25,971.87	27,602.22	28,099.02	28,595.82	29,092.62
45,100	26,021.63	27,646.58	28,143.38	28,640.18	29,136.98
45,200	26,071.39	27,690.94	28,187.74	28,684.54	29,181.34
45,300	26,121.15	27,735.31	28,232.11	28,728.91	29,225.71
45,400	26,170.91	27,779.67	28,276.47	28,773.27	29,270.07
45,500	26,220.67	27,824.03	28,320.83	28,817.63	29,314.43
45,600	26,270.43	27,868.39	28,365.19	28,861.99	29,358.79
45,700	26,320.19	27,912.75	28,409.55	28,906.35	29,403.15
45,800	26,369.95	27,957.11	28,453.91	28,950.71	29,447.51
45,900	26,419.71	28,001.47	28,498.27	28,995.07	29,491.87
46,000	26,469.48	28,050.33	28,547.13	29,043.93	29,540.73
46,100	26,519.24	28,100.09	28,596.89	29,093.69	29,590.49
46,200	26,569.00	28,149.85	28,646.65	29,143.45	29,640.25
46,300	26,618.76	28,199.62	28,696.42	29,193.22	29,690.02
46,400	26,668.52	28,249.38	28,746.18	29,242.98	29,739.78
46,500	26,718.28	28,299.14	28,795.94	29,292.74	29,789.54
46,600	26,768.04	28,348.90	28,845.70	29,342.50	29,839.30
46,700	26,817.80	28,398.66	28,895.46	29,392.26	29,889.06
46,800	26,867.56	28,448.42	28,945.22	29,442.02	29,938.82
46,900	26,917.32	28,498.18	28,994.98	29,491.78	29,988.58
47,000	26,967.09	28,547.94	29,044.74	29,541.54	30,038.34
47,100	27,016.85	28,597.70	29,094.50	29,591.30	30,088.10
47,200	27,066.61	28,647.46	29,144.26	29,641.06	30,137.86
47,300	27,116.37	28,697.23	29,194.03	29,690.83	30,187.63

Annual gross Income	Income replacement indemnities (90 % of weighted net income for 2000) Single or single-parent family				
	Number of dependents				
	0	1	2	3	4 or more
47,400	27,166.13	28,746.99	29,243.79	29,740.59	30,237.39
47,500	27,215.89	28,796.75	29,293.55	29,790.35	30,287.15
47,600	27,265.65	28,846.51	29,343.31	29,840.11	30,336.91
47,700	27,315.41	28,896.27	29,393.07	29,889.87	30,386.67
47,800	27,365.17	28,946.03	29,442.83	29,939.63	30,436.43
47,900	27,414.93	28,995.79	29,492.59	29,989.39	30,486.19
48,000	27,464.70	29,045.55	29,542.35	30,039.15	30,535.95
48,100	27,514.46	29,095.31	29,592.11	30,088.91	30,585.71
48,200	27,564.22	29,145.07	29,641.87	30,138.67	30,635.47
48,300	27,613.98	29,194.84	29,691.64	30,188.44	30,685.24
48,400	27,663.74	29,244.60	29,741.40	30,238.20	30,735.00
48,500	27,713.50	29,294.36	29,791.16	30,287.96	30,784.76
48,600	27,763.26	29,344.12	29,840.92	30,337.72	30,834.52
48,700	27,813.02	29,393.88	29,890.68	30,387.48	30,884.28
48,800	27,862.78	29,443.64	29,940.44	30,437.24	30,934.04
48,900	27,912.54	29,493.40	29,990.20	30,487.00	30,983.80
49,000	27,962.31	29,543.16	30,039.96	30,536.76	31,033.56
49,100	28,012.07	29,592.92	30,089.72	30,586.52	31,083.32
49,200	28,061.83	29,642.68	30,139.48	30,636.28	31,133.08
49,300	28,111.59	29,692.45	30,189.25	30,686.05	31,182.85
49,400	28,161.35	29,742.21	30,239.01	30,735.81	31,232.61
49,500	28,211.11	29,791.97	30,288.77	30,785.57	31,282.37
49,600	28,260.87	29,841.73	30,338.53	30,835.33	31,332.13
49,700	28,310.63	29,891.49	30,388.29	30,885.09	31,381.89
49,800	28,360.39	29,941.25	30,438.05	30,934.85	31,431.65
49,900	28,410.15	29,991.01	30,487.81	30,984.61	31,481.41
50,000	28,459.92	30,040.77	30,537.57	31,034.37	31,531.17
50,100	28,509.68	30,087.83	30,584.63	31,081.43	31,578.23
50,200	28,554.04	30,134.89	30,631.69	31,128.49	31,625.29
50,300	28,601.10	30,181.96	30,678.76	31,175.56	31,672.36
50,400	28,648.16	30,229.02	30,725.82	31,222.62	31,719.42
50,500	28,695.22	30,276.08	30,772.88	31,269.68	31,766.48

Annual gross Income	Income replacement indemnities (90 % of weighted net income for 2000) Worker with dependent spouse				
	Number of dependents (including spouse)				
	1	2	3	4	5 or more
100	87.84	87.84	87.84	87.84	87.84
200	175.68	175.68	175.68	175.68	175.68
300	263.52	263.52	263.52	263.52	263.52
400	351.36	351.36	351.36	351.36	351.36
500	439.20	439.20	439.20	439.20	439.20
600	527.04	527.04	527.04	527.04	527.04
700	614.88	614.88	614.88	614.88	614.88
800	702.72	702.72	702.72	702.72	702.72
900	790.56	790.56	790.56	790.56	790.56

**Annual gross
Income**
**Income replacement indemnities
(90 % of weighted net income for 2000)
Worker with dependent spouse**

	Number of dependents (including spouse)				
	1	2	3	4	5 or more
1,000	878.40	878.40	878.40	878.40	878.40
1,100	966.24	966.24	966.24	966.24	966.24
1,200	1,054.08	1,054.08	1,054.08	1,054.08	1,054.08
1,300	1,141.92	1,141.92	1,141.92	1,141.92	1,141.92
1,400	1,229.76	1,229.76	1,229.76	1,229.76	1,229.76
1,500	1,317.60	1,317.60	1,317.60	1,317.60	1,317.60
1,600	1,405.44	1,405.44	1,405.44	1,405.44	1,405.44
1,700	1,493.28	1,493.28	1,493.28	1,493.28	1,493.28
1,800	1,581.12	1,581.12	1,581.12	1,581.12	1,581.12
1,900	1,668.96	1,668.96	1,668.96	1,668.96	1,668.96
2,000	1,756.80	1,756.80	1,756.80	1,756.80	1,756.80
2,100	1,844.64	1,844.64	1,844.64	1,844.64	1,844.64
2,200	1,932.48	1,932.48	1,932.48	1,932.48	1,932.48
2,300	2,020.32	2,020.32	2,020.32	2,020.32	2,020.32
2,400	2,108.16	2,108.16	2,108.16	2,108.16	2,108.16
2,500	2,196.00	2,196.00	2,196.00	2,196.00	2,196.00
2,600	2,283.84	2,283.84	2,283.84	2,283.84	2,283.84
2,700	2,371.68	2,371.68	2,371.68	2,371.68	2,371.68
2,800	2,459.52	2,459.52	2,459.52	2,459.52	2,459.52
2,900	2,547.36	2,547.36	2,547.36	2,547.36	2,547.36
3,000	2,635.20	2,635.20	2,635.20	2,635.20	2,635.20
3,100	2,723.04	2,723.04	2,723.04	2,723.04	2,723.04
3,200	2,810.88	2,810.88	2,810.88	2,810.88	2,810.88
3,300	2,898.72	2,898.72	2,898.72	2,898.72	2,898.72
3,400	2,986.56	2,986.56	2,986.56	2,986.56	2,986.56
3,500	3,074.40	3,074.40	3,074.40	3,074.40	3,074.40
3,600	3,158.73	3,158.73	3,158.73	3,158.73	3,158.73
3,700	3,243.06	3,243.06	3,243.06	3,243.06	3,243.06
3,800	3,327.39	3,327.39	3,327.39	3,327.39	3,327.39
3,900	3,411.72	3,411.72	3,411.72	3,411.72	3,411.72
4,000	3,496.05	3,496.05	3,496.05	3,496.05	3,496.05
4,100	3,580.38	3,580.38	3,580.38	3,580.38	3,580.38
4,200	3,664.71	3,664.71	3,664.71	3,664.71	3,664.71
4,300	3,749.04	3,749.04	3,749.04	3,749.04	3,749.04
4,400	3,833.37	3,833.37	3,833.37	3,833.37	3,833.37
4,500	3,917.70	3,917.70	3,917.70	3,917.70	3,917.70
4,600	4,002.03	4,002.03	4,002.03	4,002.03	4,002.03
4,700	4,086.36	4,086.36	4,086.36	4,086.36	4,086.36
4,800	4,170.69	4,170.69	4,170.69	4,170.69	4,170.69
4,900	4,255.02	4,255.02	4,255.02	4,255.02	4,255.02
5,000	4,339.35	4,339.35	4,339.35	4,339.35	4,339.35
5,100	4,423.68	4,423.68	4,423.68	4,423.68	4,423.68
5,200	4,508.01	4,508.01	4,508.01	4,508.01	4,508.01
5,300	4,592.34	4,592.34	4,592.34	4,592.34	4,592.34
5,400	4,676.67	4,676.67	4,676.67	4,676.67	4,676.67
5,500	4,761.00	4,761.00	4,761.00	4,761.00	4,761.00
5,600	4,845.33	4,845.33	4,845.33	4,845.33	4,845.33
5,700	4,929.66	4,929.66	4,929.66	4,929.66	4,929.66
5,800	5,013.99	5,013.99	5,013.99	5,013.99	5,013.99

**Annual gross
Income**
**Income replacement indemnities
(90 % of weighted net income for 2000)
Worker with dependent spouse**

	Number of dependents (including spouse)				
	1	2	3	4	5 or more
5,900	5,098.32	5,098.32	5,098.32	5,098.32	5,098.32
6,000	5,182.65	5,182.65	5,182.65	5,182.65	5,182.65
6,100	5,266.98	5,266.98	5,266.98	5,266.98	5,266.98
6,200	5,351.31	5,351.31	5,351.31	5,351.31	5,351.31
6,300	5,435.64	5,435.64	5,435.64	5,435.64	5,435.64
6,400	5,519.97	5,519.97	5,519.97	5,519.97	5,519.97
6,500	5,604.30	5,604.30	5,604.30	5,604.30	5,604.30
6,600	5,688.63	5,688.63	5,688.63	5,688.63	5,688.63
6,700	5,772.96	5,772.96	5,772.96	5,772.96	5,772.96
6,800	5,857.29	5,857.29	5,857.29	5,857.29	5,857.29
6,900	5,941.62	5,941.62	5,941.62	5,941.62	5,941.62
7,000	6,025.95	6,025.95	6,025.95	6,025.95	6,025.95
7,100	6,110.28	6,110.28	6,110.28	6,110.28	6,110.28
7,200	6,194.61	6,194.61	6,194.61	6,194.61	6,194.61
7,300	6,278.94	6,278.94	6,278.94	6,278.94	6,278.94
7,400	6,363.27	6,363.27	6,363.27	6,363.27	6,363.27
7,500	6,447.60	6,447.60	6,447.60	6,447.60	6,447.60
7,600	6,531.93	6,531.93	6,531.93	6,531.93	6,531.93
7,700	6,616.26	6,616.26	6,616.26	6,616.26	6,616.26
7,800	6,700.59	6,700.59	6,700.59	6,700.59	6,700.59
7,900	6,784.92	6,784.92	6,784.92	6,784.92	6,784.92
8,000	6,869.25	6,869.25	6,869.25	6,869.25	6,869.25
8,100	6,953.58	6,953.58	6,953.58	6,953.58	6,953.58
8,200	7,037.91	7,037.91	7,037.91	7,037.91	7,037.91
8,300	7,122.24	7,122.24	7,122.24	7,122.24	7,122.24
8,400	7,206.57	7,206.57	7,206.57	7,206.57	7,206.57
8,500	7,290.90	7,290.90	7,290.90	7,290.90	7,290.90
8,600	7,375.23	7,375.23	7,375.23	7,375.23	7,375.23
8,700	7,459.56	7,459.56	7,459.56	7,459.56	7,459.56
8,800	7,543.89	7,543.89	7,543.89	7,543.89	7,543.89
8,900	7,628.22	7,628.22	7,628.22	7,628.22	7,628.22
9,000	7,712.55	7,712.55	7,712.55	7,712.55	7,712.55
9,100	7,796.88	7,796.88	7,796.88	7,796.88	7,796.88
9,200	7,881.21	7,881.21	7,881.21	7,881.21	7,881.21
9,300	7,965.54	7,965.54	7,965.54	7,965.54	7,965.54
9,400	8,049.87	8,049.87	8,049.87	8,049.87	8,049.87
9,500	8,134.20	8,134.20	8,134.20	8,134.20	8,134.20
9,600	8,218.53	8,218.53	8,218.53	8,218.53	8,218.53
9,700	8,302.86	8,302.86	8,302.86	8,302.86	8,302.86
9,800	8,387.19	8,387.19	8,387.19	8,387.19	8,387.19
9,900	8,471.52	8,471.52	8,471.52	8,471.52	8,471.52
10,000	8,555.85	8,555.85	8,555.85	8,555.85	8,555.85
10,100	8,640.18	8,640.18	8,640.18	8,640.18	8,640.18
10,200	8,724.51	8,724.51	8,724.51	8,724.51	8,724.51
10,300	8,808.84	8,808.84	8,808.84	8,808.84	8,808.84
10,400	8,893.17	8,893.17	8,893.17	8,893.17	8,893.17
10,500	8,977.50	8,977.50	8,977.50	8,977.50	8,977.50
10,600	9,061.83	9,061.83	9,061.83	9,061.83	9,061.83
10,700	9,146.16	9,146.16	9,146.16	9,146.16	9,146.16

**Annual gross
Income**
**Income replacement indemnities
(90 % of weighted net income for 2000)
Worker with dependent spouse**

	Number of dependents (including spouse)				
	1	2	3	4	5 or more
10,800	9,230.49	9,230.49	9,230.49	9,230.49	9,230.49
10,900	9,314.82	9,314.82	9,314.82	9,314.82	9,314.82
11,000	9,399.15	9,399.15	9,399.15	9,399.15	9,399.15
11,100	9,483.48	9,483.48	9,483.48	9,483.48	9,483.48
11,200	9,567.81	9,567.81	9,567.81	9,567.81	9,567.81
11,300	9,652.14	9,652.14	9,652.14	9,652.14	9,652.14
11,400	9,736.47	9,736.47	9,736.47	9,736.47	9,736.47
11,500	9,820.80	9,820.80	9,820.80	9,820.80	9,820.80
11,600	9,905.13	9,905.13	9,905.13	9,905.13	9,905.13
11,700	9,989.46	9,989.46	9,989.46	9,989.46	9,989.46
11,800	10,073.79	10,073.79	10,073.79	10,073.79	10,073.79
11,900	10,158.12	10,158.12	10,158.12	10,158.12	10,158.12
12,000	10,242.45	10,242.45	10,242.45	10,242.45	10,242.45
12,100	10,326.78	10,326.78	10,326.78	10,326.78	10,326.78
12,200	10,411.11	10,411.11	10,411.11	10,411.11	10,411.11
12,300	10,495.44	10,495.44	10,495.44	10,495.44	10,495.44
12,400	10,579.77	10,579.77	10,579.77	10,579.77	10,579.77
12,500	10,664.10	10,664.10	10,664.10	10,664.10	10,664.10
12,600	10,748.43	10,748.43	10,748.43	10,748.43	10,748.43
12,700	10,832.76	10,832.76	10,832.76	10,832.76	10,832.76
12,800	10,917.09	10,917.09	10,917.09	10,917.09	10,917.09
12,900	11,001.42	11,001.42	11,001.42	11,001.42	11,001.42
13,000	11,085.75	11,085.75	11,085.75	11,085.75	11,085.75
13,100	11,170.08	11,170.08	11,170.08	11,170.08	11,170.08
13,200	11,254.41	11,254.41	11,254.41	11,254.41	11,254.41
13,300	11,338.74	11,338.74	11,338.74	11,338.74	11,338.74
13,400	11,423.07	11,423.07	11,423.07	11,423.07	11,423.07
13,500	11,507.40	11,507.40	11,507.40	11,507.40	11,507.40
13,600	11,591.73	11,591.73	11,591.73	11,591.73	11,591.73
13,700	11,676.06	11,676.06	11,676.06	11,676.06	11,676.06
13,800	11,760.39	11,760.39	11,760.39	11,760.39	11,760.39
13,900	11,844.72	11,844.72	11,844.72	11,844.72	11,844.72
14,000	11,929.05	11,929.05	11,929.05	11,929.05	11,929.05
14,100	11,992.66	11,992.66	11,992.66	11,992.66	11,992.66
14,200	12,065.02	12,065.02	12,065.02	12,065.02	12,065.02
14,300	12,137.38	12,137.38	12,137.38	12,137.38	12,137.38
14,400	12,209.74	12,209.74	12,209.74	12,209.74	12,209.74
14,500	12,282.10	12,282.10	12,282.10	12,282.10	12,282.10
14,600	12,354.45	12,354.45	12,354.45	12,354.45	12,354.45
14,700	12,426.81	12,426.81	12,426.81	12,426.81	12,426.81
14,800	12,499.17	12,499.17	12,499.17	12,499.17	12,499.17
14,900	12,571.53	12,571.53	12,571.53	12,571.53	12,571.53
15,000	12,643.89	12,643.89	12,643.89	12,643.89	12,643.89
15,100	12,716.25	12,716.25	12,716.25	12,716.25	12,716.25
15,200	12,788.61	12,788.61	12,788.61	12,788.61	12,788.61
15,300	12,860.97	12,860.97	12,860.97	12,860.97	12,860.97
15,400	12,933.33	12,933.33	12,933.33	12,933.33	12,933.33
15,500	13,005.69	13,005.69	13,005.69	13,005.69	13,005.69
15,600	13,078.05	13,078.05	13,078.05	13,078.05	13,078.05

Annual gross Income	Income replacement indemnities (90 % of weighted net income for 2000) Worker with dependent spouse				
	Number of dependents (including spouse)				
	1	2	3	4	5 or more
15,700	13,150.41	13,150.41	13,150.41	13,150.41	13,150.41
15,800	13,222.77	13,222.77	13,222.77	13,222.77	13,222.77
15,900	13,295.13	13,295.13	13,295.13	13,295.13	13,295.13
16,000	13,367.49	13,367.49	13,367.49	13,367.49	13,367.49
16,100	13,439.85	13,439.85	13,439.85	13,439.85	13,439.85
16,200	13,512.20	13,512.20	13,512.20	13,512.20	13,512.20
16,300	13,584.56	13,584.56	13,584.56	13,584.56	13,584.56
16,400	13,656.92	13,656.92	13,656.92	13,656.92	13,656.92
16,500	13,729.28	13,729.28	13,729.28	13,729.28	13,729.28
16,600	13,801.64	13,801.64	13,801.64	13,801.64	13,801.64
16,700	13,874.00	13,874.00	13,874.00	13,874.00	13,874.00
16,800	13,946.36	13,946.36	13,946.36	13,946.36	13,946.36
16,900	14,018.72	14,018.72	14,018.72	14,018.72	14,018.72
17,000	14,091.08	14,091.08	14,091.08	14,091.08	14,091.08
17,100	14,163.44	14,163.44	14,163.44	14,163.44	14,163.44
17,200	14,235.80	14,235.80	14,235.80	14,235.80	14,235.80
17,300	14,308.16	14,308.16	14,308.16	14,308.16	14,308.16
17,400	14,380.52	14,380.52	14,380.52	14,380.52	14,380.52
17,500	14,452.88	14,452.88	14,452.88	14,452.88	14,452.88
17,600	14,525.24	14,525.24	14,525.24	14,525.24	14,525.24
17,700	14,597.59	14,597.59	14,597.59	14,597.59	14,597.59
17,800	14,669.95	14,669.95	14,669.95	14,669.95	14,669.95
17,900	14,742.31	14,742.31	14,742.31	14,742.31	14,742.31
18,000	14,814.67	14,814.67	14,814.67	14,814.67	14,814.67
18,100	14,887.03	14,887.03	14,887.03	14,887.03	14,887.03
18,200	14,959.39	14,959.39	14,959.39	14,959.39	14,959.39
18,300	15,031.75	15,031.75	15,031.75	15,031.75	15,031.75
18,400	15,104.11	15,104.11	15,104.11	15,104.11	15,104.11
18,500	15,176.47	15,176.47	15,176.47	15,176.47	15,176.47
18,600	15,248.83	15,248.83	15,248.83	15,248.83	15,248.83
18,700	15,321.19	15,321.19	15,321.19	15,321.19	15,321.19
18,800	15,393.55	15,393.55	15,393.55	15,393.55	15,393.55
18,900	15,465.91	15,465.91	15,465.91	15,465.91	15,465.91
19,000	15,538.27	15,538.27	15,538.27	15,538.27	15,538.27
19,100	15,610.63	15,610.63	15,610.63	15,610.63	15,610.63
19,200	15,682.99	15,682.99	15,682.99	15,682.99	15,682.99
19,300	15,755.34	15,755.34	15,755.34	15,755.34	15,755.34
19,400	15,819.51	15,827.70	15,827.70	15,827.70	15,827.70
19,500	15,873.87	15,900.06	15,900.06	15,900.06	15,900.06
19,600	15,928.23	15,972.42	15,972.42	15,972.42	15,972.42
19,700	15,982.59	16,044.78	16,044.78	16,044.78	16,044.78
19,800	16,036.95	16,117.14	16,117.14	16,117.14	16,117.14
19,900	16,091.31	16,189.50	16,189.50	16,189.50	16,189.50
20,000	16,145.67	16,261.86	16,261.86	16,261.86	16,261.86
20,100	16,200.03	16,334.22	16,334.22	16,334.22	16,334.22
20,200	16,254.39	16,406.58	16,406.58	16,406.58	16,406.58
20,300	16,308.75	16,478.94	16,478.94	16,478.94	16,478.94
20,400	16,363.11	16,551.30	16,551.30	16,551.30	16,551.30
20,500	16,417.47	16,623.66	16,623.66	16,623.66	16,623.66

**Annual gross
Income**
**Income replacement indemnities
(90 % of weighted net income for 2000)
Worker with dependent spouse**

	Number of dependents (including spouse)				
	1	2	3	4	5 or more
20,600	16,471.83	16,696.02	16,696.02	16,696.02	16,696.02
20,700	16,526.19	16,768.38	16,768.38	16,768.38	16,768.38
20,800	16,580.55	16,840.74	16,840.74	16,840.74	16,840.74
20,900	16,634.90	16,913.09	16,913.09	16,913.09	16,913.09
21,000	16,689.26	16,985.45	16,985.45	16,985.45	16,985.45
21,100	16,743.62	17,057.81	17,057.81	17,057.81	17,057.81
21,200	16,797.98	17,130.17	17,130.17	17,130.17	17,130.17
21,300	16,852.34	17,202.53	17,202.53	17,202.53	17,202.53
21,400	16,906.70	17,274.89	17,274.89	17,274.89	17,274.89
21,500	16,961.06	17,347.25	17,347.25	17,347.25	17,347.25
21,600	17,015.42	17,419.61	17,419.61	17,419.61	17,419.61
21,700	17,069.78	17,491.97	17,491.97	17,491.97	17,491.97
21,800	17,124.14	17,564.33	17,564.33	17,564.33	17,564.33
21,900	17,178.50	17,636.69	17,636.69	17,636.69	17,636.69
22,000	17,232.86	17,709.05	17,709.05	17,709.05	17,709.05
22,100	17,287.22	17,781.41	17,781.41	17,781.41	17,781.41
22,200	17,341.58	17,853.77	17,853.77	17,853.77	17,853.77
22,300	17,395.94	17,926.13	17,926.13	17,926.13	17,926.13
22,400	17,450.29	17,998.48	17,998.48	17,998.48	17,998.48
22,500	17,504.65	18,070.84	18,070.84	18,070.84	18,070.84
22,600	17,559.01	18,143.20	18,143.20	18,143.20	18,143.20
22,700	17,613.37	18,215.56	18,215.56	18,215.56	18,215.56
22,800	17,667.73	18,287.92	18,287.92	18,287.92	18,287.92
22,900	17,722.09	18,360.28	18,360.28	18,360.28	18,360.28
23,000	17,776.45	18,432.64	18,432.64	18,432.64	18,432.64
23,100	17,830.81	18,505.00	18,505.00	18,505.00	18,505.00
23,200	17,885.17	18,577.36	18,577.36	18,577.36	18,577.36
23,300	17,939.53	18,649.72	18,649.72	18,649.72	18,649.72
23,400	17,993.89	18,722.08	18,722.08	18,722.08	18,722.08
23,500	18,048.25	18,794.44	18,794.44	18,794.44	18,794.44
23,600	18,102.61	18,866.80	18,866.80	18,866.80	18,866.80
23,700	18,156.97	18,939.16	18,939.16	18,939.16	18,939.16
23,800	18,211.33	19,011.52	19,011.52	19,011.52	19,011.52
23,900	18,265.69	19,083.88	19,083.88	19,083.88	19,083.88
24,000	18,320.04	19,156.23	19,156.23	19,156.23	19,156.23
24,100	18,374.40	19,228.59	19,228.59	19,228.59	19,228.59
24,200	18,428.76	19,300.95	19,300.95	19,300.95	19,300.95
24,300	18,483.12	19,373.31	19,373.31	19,373.31	19,373.31
24,400	18,537.48	19,445.67	19,445.67	19,445.67	19,445.67
24,500	18,591.84	19,518.03	19,518.03	19,518.03	19,518.03
24,600	18,646.20	19,590.39	19,590.39	19,590.39	19,590.39
24,700	18,700.56	19,662.75	19,662.75	19,662.75	19,662.75
24,800	18,754.92	19,735.11	19,735.11	19,735.11	19,735.11
24,900	18,809.28	19,807.47	19,807.47	19,807.47	19,807.47
25,000	18,863.64	19,879.83	19,879.83	19,879.83	19,879.83
25,100	18,918.00	19,952.19	19,952.19	19,952.19	19,952.19
25,200	18,972.36	20,024.55	20,024.55	20,024.55	20,024.55
25,300	19,026.72	20,096.91	20,096.91	20,096.91	20,096.91
25,400	19,081.08	20,169.27	20,169.27	20,169.27	20,169.27

**Annual gross
Income**
**Income replacement indemnities
(90 % of weighted net income for 2000)
Worker with dependent spouse**

	Number of dependents (including spouse)				
	1	2	3	4	5 or more
25,500	19,121.93	20,241.62	20,241.62	20,241.62	20,241.62
25,600	19,173.59	20,313.98	20,313.98	20,313.98	20,313.98
25,700	19,225.25	20,386.34	20,386.34	20,386.34	20,386.34
25,800	19,276.91	20,458.70	20,458.70	20,458.70	20,458.70
25,900	19,328.57	20,531.06	20,531.06	20,531.06	20,531.06
26,000	19,380.23	20,603.42	20,603.42	20,603.42	20,603.42
26,100	19,431.89	20,675.78	20,675.78	20,675.78	20,675.78
26,200	19,483.55	20,748.14	20,748.14	20,748.14	20,748.14
26,300	19,535.21	20,820.50	20,820.50	20,820.50	20,820.50
26,400	19,586.87	20,892.86	20,892.86	20,892.86	20,892.86
26,500	19,638.53	20,965.22	20,965.22	20,965.22	20,965.22
26,600	19,690.19	21,037.58	21,037.58	21,037.58	21,037.58
26,700	19,741.85	21,109.94	21,109.94	21,109.94	21,109.94
26,800	19,793.51	21,182.30	21,182.30	21,182.30	21,182.30
26,900	19,845.17	21,254.66	21,254.66	21,254.66	21,254.66
27,000	19,896.83	21,327.02	21,327.02	21,327.02	21,327.02
27,100	19,948.48	21,399.37	21,399.37	21,399.37	21,399.37
27,200	20,000.14	21,471.73	21,471.73	21,471.73	21,471.73
27,300	20,051.80	21,544.09	21,544.09	21,544.09	21,544.09
27,400	20,103.46	21,616.45	21,616.45	21,616.45	21,616.45
27,500	20,155.12	21,688.81	21,688.81	21,688.81	21,688.81
27,600	20,206.78	21,761.17	21,761.17	21,761.17	21,761.17
27,700	20,258.44	21,833.53	21,833.53	21,833.53	21,833.53
27,800	20,310.10	21,905.89	21,905.89	21,905.89	21,905.89
27,900	20,361.76	21,978.25	21,978.25	21,978.25	21,978.25
28,000	20,413.42	22,050.61	22,050.61	22,050.61	22,050.61
28,100	20,465.08	22,122.97	22,122.97	22,122.97	22,122.97
28,200	20,516.74	22,195.33	22,195.33	22,195.33	22,195.33
28,300	20,568.40	22,267.69	22,267.69	22,267.69	22,267.69
28,400	20,620.06	22,340.05	22,340.05	22,340.05	22,340.05
28,500	20,671.72	22,412.41	22,412.41	22,412.41	22,412.41
28,600	20,723.37	22,471.17	22,484.76	22,484.76	22,484.76
28,700	20,775.03	22,517.43	22,557.12	22,557.12	22,557.12
28,800	20,826.69	22,563.69	22,629.48	22,629.48	22,629.48
28,900	20,878.35	22,609.95	22,701.84	22,701.84	22,701.84
29,000	20,930.01	22,656.21	22,774.20	22,774.20	22,774.20
29,100	20,981.67	22,702.47	22,846.56	22,846.56	22,846.56
29,200	21,033.33	22,748.73	22,918.92	22,918.92	22,918.92
29,300	21,084.99	22,794.99	22,991.28	22,991.28	22,991.28
29,400	21,136.65	22,841.25	23,063.64	23,063.64	23,063.64
29,500	21,188.31	22,887.51	23,136.00	23,136.00	23,136.00
29,600	21,239.97	22,933.09	23,207.68	23,207.68	23,207.68
29,700	21,284.19	22,972.59	23,273.28	23,273.28	23,273.28
29,800	21,329.08	23,012.08	23,338.87	23,338.87	23,338.87
29,900	21,373.98	23,051.58	23,404.47	23,404.47	23,404.47
30,000	21,418.88	23,091.08	23,470.07	23,470.07	23,470.07
30,100	21,463.77	23,130.57	23,535.66	23,535.66	23,535.66
30,200	21,508.67	23,170.07	23,601.26	23,601.26	23,601.26
30,300	21,553.56	23,209.56	23,666.85	23,666.85	23,666.85

**Annual gross
Income**
**Income replacement indemnities
(90 % of weighted net income for 2000)
Worker with dependent spouse**

	Number of dependents (including spouse)				
	1	2	3	4	5 or more
30,400	21,598.46	23,249.06	23,732.45	23,732.45	23,732.45
30,500	21,643.35	23,288.55	23,785.35	23,798.04	23,798.04
30,600	21,688.25	23,328.05	23,824.85	23,863.64	23,863.64
30,700	21,733.15	23,367.55	23,864.35	23,929.24	23,929.24
30,800	21,778.04	23,407.04	23,903.84	23,994.83	23,994.83
30,900	21,822.94	23,446.54	23,943.34	24,060.43	24,060.43
31,000	21,867.83	23,486.03	23,982.83	24,126.02	24,126.02
31,100	21,912.73	23,525.53	24,022.33	24,191.62	24,191.62
31,200	21,957.63	23,565.03	24,061.83	24,257.22	24,257.22
31,300	22,002.52	23,604.52	24,101.32	24,322.81	24,322.81
31,400	22,047.42	23,644.02	24,140.82	24,388.41	24,388.41
31,500	22,092.31	23,683.51	24,180.31	24,454.00	24,454.00
31,600	22,137.21	23,723.01	24,219.81	24,519.60	24,519.60
31,700	22,182.11	23,762.51	24,259.31	24,585.20	24,585.20
31,800	22,227.00	23,802.00	24,298.80	24,650.79	24,650.79
31,900	22,271.90	23,841.50	24,338.30	24,716.39	24,716.39
32,000	22,316.79	23,880.99	24,377.79	24,781.98	24,781.98
32,100	22,361.69	23,920.49	24,417.29	24,847.58	24,847.58
32,200	22,406.58	23,959.98	24,456.78	24,913.17	24,913.17
32,300	22,451.48	23,999.48	24,496.28	24,978.77	24,978.77
32,400	22,496.38	24,038.98	24,535.78	25,032.58	25,044.37
32,500	22,541.27	24,078.47	24,575.27	25,072.07	25,109.96
32,600	22,586.17	24,117.97	24,614.77	25,111.57	25,175.56
32,700	22,631.06	24,157.46	24,654.26	25,151.06	25,241.15
32,800	22,675.96	24,196.96	24,693.76	25,190.56	25,306.75
32,900	22,720.86	24,236.46	24,733.26	25,230.06	25,372.35
33,000	22,765.75	24,275.95	24,772.75	25,269.55	25,437.94
33,100	22,810.65	24,315.45	24,812.25	25,309.05	25,503.54
33,200	22,855.54	24,354.94	24,851.74	25,348.54	25,569.13
33,300	22,900.44	24,394.44	24,891.24	25,388.04	25,634.73
33,400	22,945.33	24,433.93	24,930.73	25,427.53	25,700.32
33,500	22,990.23	24,473.43	24,970.23	25,467.03	25,765.92
33,600	23,035.13	24,512.93	25,009.73	25,506.53	25,831.52
33,700	23,080.02	24,552.42	25,049.22	25,546.02	25,897.11
33,800	23,124.92	24,591.92	25,088.72	25,585.52	25,962.71
33,900	23,169.81	24,631.41	25,128.21	25,625.01	26,028.30
34,000	23,214.71	24,670.91	25,167.71	25,664.51	26,093.90
34,100	23,259.61	24,710.41	25,207.21	25,704.01	26,159.50
34,200	23,304.50	24,749.90	25,246.70	25,743.50	26,225.09
34,300	23,349.40	24,789.40	25,286.20	25,783.00	26,279.80
34,400	23,394.29	24,828.89	25,325.69	25,822.49	26,319.29
34,500	23,439.19	24,868.39	25,365.19	25,861.99	26,358.79
34,600	23,484.08	24,907.88	25,404.68	25,901.48	26,398.28
34,700	23,528.98	24,947.38	25,444.18	25,940.98	26,437.78
34,800	23,573.88	24,986.88	25,483.68	25,980.48	26,477.28
34,900	23,618.77	25,026.37	25,523.17	26,019.97	26,516.77
35,000	23,663.67	25,065.87	25,562.67	26,059.47	26,556.27
35,100	23,708.56	25,105.36	25,602.16	26,098.96	26,595.76
35,200	23,753.46	25,144.86	25,641.66	26,138.46	26,635.26

Annual gross Income	Income replacement indemnities (90 % of weighted net income for 2000) Worker with dependent spouse				
	Number of dependents (including spouse)				
	1	2	3	4	5 or more
35,300	23,798.36	25,184.36	25,681.16	26,177.96	26,674.76
35,400	23,843.25	25,223.85	25,720.65	26,217.45	26,714.25
35,500	23,888.15	25,263.35	25,760.15	26,256.95	26,753.75
35,600	23,933.04	25,302.84	25,799.64	26,296.44	26,793.24
35,700	23,977.94	25,342.34	25,839.14	26,335.94	26,832.74
35,800	24,022.84	25,381.84	25,878.64	26,375.44	26,872.24
35,900	24,067.73	25,421.33	25,918.13	26,414.93	26,911.73
36,000	24,112.63	25,460.83	25,957.63	26,454.43	26,951.23
36,100	24,157.52	25,500.32	25,997.12	26,493.92	26,990.72
36,200	24,202.42	25,539.82	26,036.62	26,533.42	27,030.22
36,300	24,247.31	25,579.31	26,076.11	26,572.91	27,069.71
36,400	24,292.21	25,618.81	26,115.61	26,612.41	27,109.21
36,500	24,337.11	25,658.31	26,155.11	26,651.91	27,148.71
36,600	24,382.00	25,697.80	26,194.60	26,691.40	27,188.20
36,700	24,426.90	25,737.30	26,234.10	26,730.90	27,227.70
36,800	24,471.79	25,776.79	26,273.59	26,770.39	27,267.19
36,900	24,516.69	25,816.29	26,313.09	26,809.89	27,306.69
37,000	24,561.59	25,855.79	26,352.59	26,849.39	27,346.19
37,100	24,606.48	25,895.28	26,392.08	26,888.88	27,385.68
37,200	24,651.38	25,934.78	26,431.58	26,928.38	27,425.18
37,300	24,696.27	25,974.27	26,471.07	26,967.87	27,464.67
37,400	24,741.17	26,013.77	26,510.57	27,007.37	27,504.17
37,500	24,786.06	26,053.26	26,550.06	27,046.86	27,543.66
37,600	24,830.96	26,092.76	26,589.56	27,086.36	27,583.16
37,700	24,878.87	26,135.27	26,632.07	27,128.87	27,625.67
37,800	24,926.78	26,177.78	26,674.58	27,171.38	27,668.18
37,900	24,974.68	26,220.28	26,717.08	27,213.88	27,710.68
38,000	25,022.59	26,262.79	26,759.59	27,256.39	27,753.19
38,100	25,070.50	26,305.30	26,802.10	27,298.90	27,795.70
38,200	25,118.41	26,347.81	26,844.61	27,341.41	27,838.21
38,300	25,166.31	26,390.31	26,887.11	27,383.91	27,880.71
38,400	25,214.22	26,432.82	26,929.62	27,426.42	27,923.22
38,500	25,262.13	26,475.33	26,972.13	27,468.93	27,965.73
38,600	25,310.04	26,517.84	27,014.64	27,511.44	28,008.24
38,700	25,357.94	26,560.34	27,057.14	27,553.94	28,050.74
38,800	25,405.85	26,602.85	27,099.65	27,596.45	28,093.25
38,900	25,453.76	26,645.36	27,142.16	27,638.96	28,135.76
39,000	25,501.67	26,687.87	27,184.67	27,681.47	28,178.27
39,100	25,551.43	26,732.23	27,229.03	27,725.83	28,222.63
39,200	25,601.19	26,776.59	27,273.39	27,770.19	28,266.99
39,300	25,650.95	26,820.95	27,317.75	27,814.55	28,311.35
39,400	25,700.71	26,865.31	27,362.11	27,858.91	28,355.71
39,500	25,750.47	26,909.67	27,406.47	27,903.27	28,400.07
39,600	25,800.23	26,954.03	27,450.83	27,947.63	28,444.43
39,700	25,849.99	26,998.39	27,495.19	27,991.99	28,488.79
39,800	25,899.76	27,042.76	27,539.56	28,036.36	28,533.16
39,900	25,949.52	27,087.12	27,583.92	28,080.72	28,577.52
40,000	25,999.28	27,131.48	27,628.28	28,125.08	28,621.88
40,100	26,049.04	27,175.84	27,672.64	28,169.44	28,666.24

**Annual gross
Income**
**Income replacement indemnities
(90 % of weighted net income for 2000)
Worker with dependent spouse**

	Number of dependents (including spouse)				
	1	2	3	4	5 or more
40,200	26,098.80	27,220.20	27,717.00	28,213.80	28,710.60
40,300	26,148.56	27,264.56	27,761.36	28,258.16	28,754.96
40,400	26,198.32	27,308.92	27,805.72	28,302.52	28,799.32
40,500	26,248.08	27,353.28	27,850.08	28,346.88	28,843.68
40,600	26,297.84	27,397.64	27,894.44	28,391.24	28,888.04
40,700	26,347.60	27,442.00	27,938.80	28,435.60	28,932.40
40,800	26,397.37	27,486.37	27,983.17	28,479.97	28,976.77
40,900	26,447.13	27,530.73	28,027.53	28,524.33	29,021.13
41,000	26,496.89	27,575.09	28,071.89	28,568.69	29,065.49
41,100	26,546.65	27,619.45	28,116.25	28,613.05	29,109.85
41,200	26,596.41	27,663.81	28,160.61	28,657.41	29,154.21
41,300	26,646.17	27,708.17	28,204.97	28,701.77	29,198.57
41,400	26,695.93	27,752.53	28,249.33	28,746.13	29,242.93
41,500	26,745.69	27,796.89	28,293.69	28,790.49	29,287.29
41,600	26,795.45	27,841.25	28,338.05	28,834.85	29,331.65
41,700	26,845.21	27,885.61	28,382.41	28,879.21	29,376.01
41,800	26,894.98	27,929.98	28,426.78	28,923.58	29,420.38
41,900	26,944.74	27,974.34	28,471.14	28,967.94	29,464.74
42,000	26,994.50	28,018.70	28,515.50	29,012.30	29,509.10
42,100	27,044.26	28,063.06	28,559.86	29,056.66	29,553.46
42,200	27,094.02	28,107.42	28,604.22	29,101.02	29,597.82
42,300	27,143.78	28,151.78	28,648.58	29,145.38	29,642.18
42,400	27,193.54	28,196.14	28,692.94	29,189.74	29,686.54
42,500	27,243.30	28,240.50	28,737.30	29,234.10	29,730.90
42,600	27,293.06	28,284.86	28,781.66	29,278.46	29,775.26
42,700	27,342.82	28,329.22	28,826.02	29,322.82	29,819.62
42,800	27,392.59	28,373.59	28,870.39	29,367.19	29,863.99
42,900	27,442.35	28,417.95	28,914.75	29,411.55	29,908.35
43,000	27,492.11	28,462.31	28,959.11	29,455.91	29,952.71
43,100	27,541.87	28,506.67	29,003.47	29,500.27	29,997.07
43,200	27,591.63	28,551.03	29,047.83	29,544.63	30,041.43
43,300	27,641.39	28,595.39	29,092.19	29,588.99	30,085.79
43,400	27,691.15	28,639.75	29,136.55	29,633.35	30,130.15
43,500	27,740.91	28,684.11	29,180.91	29,677.71	30,174.51
43,600	27,790.67	28,728.47	29,225.27	29,722.07	30,218.87
43,700	27,840.43	28,772.83	29,269.63	29,766.43	30,263.23
43,800	27,890.20	28,817.20	29,314.00	29,810.80	30,307.60
43,900	27,939.96	28,861.56	29,358.36	29,855.16	30,351.96
44,000	27,989.72	28,905.92	29,402.72	29,899.52	30,396.32
44,100	28,039.48	28,950.28	29,447.08	29,943.88	30,440.68
44,200	28,089.24	28,994.64	29,491.44	29,988.24	30,485.04
44,300	28,139.00	29,039.00	29,535.80	30,032.60	30,529.40
44,400	28,188.76	29,083.36	29,580.16	30,076.96	30,573.76
44,500	28,238.52	29,127.72	29,624.52	30,121.32	30,618.12
44,600	28,288.28	29,172.08	29,668.88	30,165.68	30,662.48
44,700	28,338.04	29,216.44	29,713.24	30,210.04	30,706.84
44,800	28,387.81	29,260.81	29,757.61	30,254.41	30,751.21
44,900	28,437.57	29,305.17	29,801.97	30,298.77	30,795.57
45,000	28,487.33	29,349.53	29,846.33	30,343.13	30,839.93

**Annual gross
Income**
**Income replacement indemnities
(90 % of weighted net income for 2000)
Worker with dependent spouse**

	Number of dependents (including spouse)				
	1	2	3	4	5 or more
45,100	28,537.09	29,393.89	29,890.69	30,387.49	30,884.29
45,200	28,586.85	29,438.25	29,935.05	30,431.85	30,928.65
45,300	28,636.61	29,482.61	29,979.41	30,476.21	30,973.01
45,400	28,686.37	29,526.97	30,023.77	30,520.57	31,017.37
45,500	28,736.13	29,571.33	30,068.13	30,564.93	31,061.73
45,600	28,785.89	29,615.69	30,112.49	30,609.29	31,106.09
45,700	28,835.65	29,660.05	30,156.85	30,653.65	31,150.45
45,800	28,885.42	29,704.42	30,201.22	30,698.02	31,194.82
45,900	28,935.18	29,748.78	30,245.58	30,742.38	31,239.18
46,000	28,984.94	29,793.14	30,289.94	30,786.74	31,283.54
46,100	29,034.70	29,837.50	30,334.30	30,831.10	31,327.90
46,200	29,084.46	29,881.86	30,378.66	30,875.46	31,372.26
46,300	29,134.22	29,926.22	30,423.02	30,919.82	31,416.62
46,400	29,183.98	29,970.58	30,467.38	30,964.18	31,460.98
46,500	29,233.74	30,014.94	30,511.74	31,008.54	31,505.34
46,600	29,283.50	30,059.30	30,556.10	31,052.90	31,549.70
46,700	29,333.26	30,103.66	30,600.46	31,097.26	31,594.06
46,800	29,383.03	30,148.03	30,644.83	31,141.63	31,638.43
46,900	29,432.79	30,192.39	30,689.19	31,185.99	31,682.79
47,000	29,482.55	30,236.75	30,733.55	31,230.35	31,727.15
47,100	29,532.31	30,281.11	30,777.91	31,274.71	31,771.51
47,200	29,582.07	30,325.47	30,822.27	31,319.07	31,815.87
47,300	29,631.83	30,369.83	30,866.63	31,363.43	31,860.23
47,400	29,681.59	30,414.19	30,910.99	31,407.79	31,904.59
47,500	29,731.35	30,458.55	30,955.35	31,452.15	31,948.95
47,600	29,781.11	30,502.91	30,999.71	31,496.51	31,993.31
47,700	29,830.87	30,547.27	31,044.07	31,540.87	32,037.67
47,800	29,880.64	30,591.64	31,088.44	31,585.24	32,082.04
47,900	29,930.40	30,636.00	31,132.80	31,629.60	32,126.40
48,000	29,980.16	30,680.36	31,177.16	31,673.96	32,170.76
48,100	30,029.92	30,724.72	31,221.52	31,718.32	32,215.12
48,200	30,079.68	30,769.08	31,265.88	31,762.68	32,259.48
48,300	30,129.44	30,813.44	31,310.24	31,807.04	32,303.84
48,400	30,179.20	30,857.80	31,354.60	31,851.40	32,348.20
48,500	30,228.96	30,902.16	31,398.96	31,895.76	32,392.56
48,600	30,278.72	30,946.52	31,443.32	31,940.12	32,436.92
48,700	30,328.48	30,990.88	31,487.68	31,984.48	32,481.28
48,800	30,378.25	31,035.25	31,532.05	32,028.85	32,525.65
48,900	30,428.01	31,079.61	31,576.41	32,073.21	32,570.01
49,000	30,477.77	31,123.97	31,620.77	32,117.57	32,614.37
49,100	30,527.53	31,168.33	31,665.13	32,161.93	32,658.73
49,200	30,577.29	31,212.69	31,709.49	32,206.29	32,703.09
49,300	30,627.05	31,257.05	31,753.85	32,250.65	32,747.45
49,400	30,676.81	31,301.41	31,798.21	32,295.01	32,791.81
49,500	30,726.57	31,345.77	31,842.57	32,339.37	32,836.17
49,600	30,776.33	31,390.13	31,886.93	32,383.73	32,880.53
49,700	30,826.09	31,434.49	31,931.29	32,428.09	32,924.89
49,800	30,875.86	31,478.86	31,975.66	32,472.46	32,969.26
49,900	30,925.62	31,523.22	32,020.02	32,516.82	33,013.62

Annual gross Income	Income replacement indemnities (90 % of weighted net income for 2000) Worker with dependent spouse				
	Number of dependents (including spouse)				
	1	2	3	4	5 or more
50,000	30,975.38	31,567.58	32,064.38	32,561.18	33,057.98
50,100	31,022.44	31,609.24	32,106.04	32,602.84	33,099.64
50,200	31,069.50	31,650.90	32,147.70	32,644.50	33,141.30
50,300	31,116.56	31,692.56	32,189.36	32,686.16	33,182.96
50,400	31,163.62	31,734.22	32,231.02	32,727.82	33,224.62
50,500	31,210.68	31,775.88	32,272.68	32,769.48	33,266.28

Annual gross Income	Income replacement indemnities (90 % of weighted net income for 2000) Worker with non-dependent spouse				
	Number of dependents				
	0	1	2	3	4 or more
100	87.84	87.84	87.84	87.84	87.84
200	175.68	175.68	175.68	175.68	175.68
300	263.52	263.52	263.52	263.52	263.52
400	351.36	351.36	351.36	351.36	351.36
500	439.20	439.20	439.20	439.20	439.20
600	527.04	527.04	527.04	527.04	527.04
700	614.88	614.88	614.88	614.88	614.88
800	702.72	702.72	702.72	702.72	702.72
900	790.56	790.56	790.56	790.56	790.56
1,000	878.40	878.40	878.40	878.40	878.40
1,100	966.24	966.24	966.24	966.24	966.24
1,200	1,054.08	1,054.08	1,054.08	1,054.08	1,054.08
1,300	1,141.92	1,141.92	1,141.92	1,141.92	1,141.92
1,400	1,229.76	1,229.76	1,229.76	1,229.76	1,229.76
1,500	1,317.60	1,317.60	1,317.60	1,317.60	1,317.60
1,600	1,405.44	1,405.44	1,405.44	1,405.44	1,405.44
1,700	1,493.28	1,493.28	1,493.28	1,493.28	1,493.28
1,800	1,581.12	1,581.12	1,581.12	1,581.12	1,581.12
1,900	1,668.96	1,668.96	1,668.96	1,668.96	1,668.96
2,000	1,756.80	1,756.80	1,756.80	1,756.80	1,756.80
2,100	1,844.64	1,844.64	1,844.64	1,844.64	1,844.64
2,200	1,932.48	1,932.48	1,932.48	1,932.48	1,932.48
2,300	2,020.32	2,020.32	2,020.32	2,020.32	2,020.32
2,400	2,108.16	2,108.16	2,108.16	2,108.16	2,108.16
2,500	2,196.00	2,196.00	2,196.00	2,196.00	2,196.00
2,600	2,283.84	2,283.84	2,283.84	2,283.84	2,283.84
2,700	2,371.68	2,371.68	2,371.68	2,371.68	2,371.68
2,800	2,459.52	2,459.52	2,459.52	2,459.52	2,459.52
2,900	2,547.36	2,547.36	2,547.36	2,547.36	2,547.36
3,000	2,635.20	2,635.20	2,635.20	2,635.20	2,635.20
3,100	2,723.04	2,723.04	2,723.04	2,723.04	2,723.04
3,200	2,810.88	2,810.88	2,810.88	2,810.88	2,810.88
3,300	2,898.72	2,898.72	2,898.72	2,898.72	2,898.72
3,400	2,986.56	2,986.56	2,986.56	2,986.56	2,986.56
3,500	3,074.40	3,074.40	3,074.40	3,074.40	3,074.40

Annual gross Income	Income replacement indemnities (90 % of weighted net income for 2000) Worker with non-dependent spouse				
	Number of dependents				
	0	1	2	3	4 or more
3,600	3,158.73	3,158.73	3,158.73	3,158.73	3,158.73
3,700	3,243.06	3,243.06	3,243.06	3,243.06	3,243.06
3,800	3,327.39	3,327.39	3,327.39	3,327.39	3,327.39
3,900	3,411.72	3,411.72	3,411.72	3,411.72	3,411.72
4,000	3,496.05	3,496.05	3,496.05	3,496.05	3,496.05
4,100	3,580.38	3,580.38	3,580.38	3,580.38	3,580.38
4,200	3,664.71	3,664.71	3,664.71	3,664.71	3,664.71
4,300	3,749.04	3,749.04	3,749.04	3,749.04	3,749.04
4,400	3,833.37	3,833.37	3,833.37	3,833.37	3,833.37
4,500	3,917.70	3,917.70	3,917.70	3,917.70	3,917.70
4,600	4,002.03	4,002.03	4,002.03	4,002.03	4,002.03
4,700	4,086.36	4,086.36	4,086.36	4,086.36	4,086.36
4,800	4,170.69	4,170.69	4,170.69	4,170.69	4,170.69
4,900	4,255.02	4,255.02	4,255.02	4,255.02	4,255.02
5,000	4,339.35	4,339.35	4,339.35	4,339.35	4,339.35
5,100	4,423.68	4,423.68	4,423.68	4,423.68	4,423.68
5,200	4,508.01	4,508.01	4,508.01	4,508.01	4,508.01
5,300	4,592.34	4,592.34	4,592.34	4,592.34	4,592.34
5,400	4,676.67	4,676.67	4,676.67	4,676.67	4,676.67
5,500	4,761.00	4,761.00	4,761.00	4,761.00	4,761.00
5,600	4,845.33	4,845.33	4,845.33	4,845.33	4,845.33
5,700	4,929.66	4,929.66	4,929.66	4,929.66	4,929.66
5,800	5,013.99	5,013.99	5,013.99	5,013.99	5,013.99
5,900	5,098.32	5,098.32	5,098.32	5,098.32	5,098.32
6,000	5,182.65	5,182.65	5,182.65	5,182.65	5,182.65
6,100	5,266.98	5,266.98	5,266.98	5,266.98	5,266.98
6,200	5,351.31	5,351.31	5,351.31	5,351.31	5,351.31
6,300	5,435.64	5,435.64	5,435.64	5,435.64	5,435.64
6,400	5,519.97	5,519.97	5,519.97	5,519.97	5,519.97
6,500	5,604.30	5,604.30	5,604.30	5,604.30	5,604.30
6,600	5,688.63	5,688.63	5,688.63	5,688.63	5,688.63
6,700	5,772.96	5,772.96	5,772.96	5,772.96	5,772.96
6,800	5,857.29	5,857.29	5,857.29	5,857.29	5,857.29
6,900	5,941.62	5,941.62	5,941.62	5,941.62	5,941.62
7,000	6,025.95	6,025.95	6,025.95	6,025.95	6,025.95
7,100	6,110.28	6,110.28	6,110.28	6,110.28	6,110.28
7,200	6,194.61	6,194.61	6,194.61	6,194.61	6,194.61
7,300	6,278.94	6,278.94	6,278.94	6,278.94	6,278.94
7,400	6,363.27	6,363.27	6,363.27	6,363.27	6,363.27
7,500	6,443.38	6,443.38	6,443.38	6,443.38	6,443.38
7,600	6,515.74	6,515.74	6,515.74	6,515.74	6,515.74
7,700	6,588.10	6,588.10	6,588.10	6,588.10	6,588.10
7,800	6,660.46	6,660.46	6,660.46	6,660.46	6,660.46
7,900	6,732.82	6,732.82	6,732.82	6,732.82	6,732.82
8,000	6,805.18	6,805.18	6,805.18	6,805.18	6,805.18
8,100	6,877.54	6,877.54	6,877.54	6,877.54	6,877.54
8,200	6,949.90	6,949.90	6,949.90	6,949.90	6,949.90
8,300	7,022.26	7,022.26	7,022.26	7,022.26	7,022.26
8,400	7,094.62	7,094.62	7,094.62	7,094.62	7,094.62

**Annual gross
Income**
**Income replacement indemnities
(90 % of weighted net income for 2000)
Worker with non-dependent spouse**

	Number of dependents				
	0	1	2	3	4 or more
8,500	7,166.98	7,166.98	7,166.98	7,166.98	7,166.98
8,600	7,239.34	7,239.34	7,239.34	7,239.34	7,239.34
8,700	7,311.70	7,311.70	7,311.70	7,311.70	7,311.70
8,800	7,384.06	7,384.06	7,384.06	7,384.06	7,384.06
8,900	7,456.42	7,456.42	7,456.42	7,456.42	7,456.42
9,000	7,528.77	7,528.77	7,528.77	7,528.77	7,528.77
9,100	7,601.13	7,601.13	7,601.13	7,601.13	7,601.13
9,200	7,673.49	7,673.49	7,673.49	7,673.49	7,673.49
9,300	7,745.85	7,745.85	7,745.85	7,745.85	7,745.85
9,400	7,818.21	7,818.21	7,818.21	7,818.21	7,818.21
9,500	7,890.57	7,890.57	7,890.57	7,890.57	7,890.57
9,600	7,962.93	7,962.93	7,962.93	7,962.93	7,962.93
9,700	8,031.19	8,035.29	8,035.29	8,035.29	8,035.29
9,800	8,085.55	8,107.65	8,107.65	8,107.65	8,107.65
9,900	8,139.91	8,180.01	8,180.01	8,180.01	8,180.01
10,000	8,194.27	8,252.37	8,252.37	8,252.37	8,252.37
10,100	8,248.63	8,324.73	8,324.73	8,324.73	8,324.73
10,200	8,302.99	8,397.09	8,397.09	8,397.09	8,397.09
10,300	8,357.35	8,469.45	8,469.45	8,469.45	8,469.45
10,400	8,411.71	8,541.81	8,541.81	8,541.81	8,541.81
10,500	8,466.07	8,614.16	8,614.16	8,614.16	8,614.16
10,600	8,520.43	8,686.52	8,686.52	8,686.52	8,686.52
10,700	8,574.79	8,758.88	8,758.88	8,758.88	8,758.88
10,800	8,629.15	8,831.24	8,831.24	8,831.24	8,831.24
10,900	8,683.51	8,903.60	8,903.60	8,903.60	8,903.60
11,000	8,737.87	8,975.96	8,975.96	8,975.96	8,975.96
11,100	8,792.23	9,048.32	9,048.32	9,048.32	9,048.32
11,200	8,846.59	9,120.68	9,120.68	9,120.68	9,120.68
11,300	8,900.94	9,193.04	9,193.04	9,193.04	9,193.04
11,400	8,955.30	9,265.40	9,265.40	9,265.40	9,265.40
11,500	9,009.66	9,337.76	9,337.76	9,337.76	9,337.76
11,600	9,064.02	9,410.12	9,410.12	9,410.12	9,410.12
11,700	9,118.38	9,482.48	9,482.48	9,482.48	9,482.48
11,800	9,172.74	9,554.84	9,554.84	9,554.84	9,554.84
11,900	9,227.10	9,627.20	9,627.20	9,627.20	9,627.20
12,000	9,281.46	9,699.56	9,699.56	9,699.56	9,699.56
12,100	9,335.82	9,771.91	9,771.91	9,771.91	9,771.91
12,200	9,390.18	9,844.27	9,844.27	9,844.27	9,844.27
12,300	9,444.54	9,916.63	9,916.63	9,916.63	9,916.63
12,400	9,498.90	9,988.99	9,988.99	9,988.99	9,988.99
12,500	9,553.26	10,061.35	10,061.35	10,061.35	10,061.35
12,600	9,607.62	10,133.71	10,133.71	10,133.71	10,133.71
12,700	9,661.98	10,206.07	10,206.07	10,206.07	10,206.07
12,800	9,716.33	10,278.43	10,278.43	10,278.43	10,278.43
12,900	9,770.69	10,350.79	10,350.79	10,350.79	10,350.79
13,000	9,825.05	10,423.15	10,423.15	10,423.15	10,423.15
13,100	9,879.41	10,495.51	10,495.51	10,495.51	10,495.51
13,200	9,933.77	10,567.87	10,567.87	10,567.87	10,567.87
13,300	9,988.13	10,640.23	10,640.23	10,640.23	10,640.23

**Annual gross
Income**
**Income replacement indemnities
(90 % of weighted net income for 2000)
Worker with non-dependent spouse**

	Number of dependents				
	0	1	2	3	4 or more
13,400	10,042.49	10,712.59	10,712.59	10,712.59	10,712.59
13,500	10,096.85	10,784.95	10,784.95	10,784.95	10,784.95
13,600	10,151.21	10,857.30	10,857.30	10,857.30	10,857.30
13,700	10,205.57	10,929.66	10,929.66	10,929.66	10,929.66
13,800	10,259.93	11,002.02	11,002.02	11,002.02	11,002.02
13,900	10,314.29	11,074.38	11,074.38	11,074.38	11,074.38
14,000	10,368.65	11,146.74	11,146.74	11,146.74	11,146.74
14,100	10,423.01	11,219.10	11,219.10	11,219.10	11,219.10
14,200	10,477.37	11,291.46	11,291.46	11,291.46	11,291.46
14,300	10,531.73	11,363.82	11,363.82	11,363.82	11,363.82
14,400	10,586.08	11,436.18	11,436.18	11,436.18	11,436.18
14,500	10,640.44	11,508.54	11,508.54	11,508.54	11,508.54
14,600	10,694.80	11,580.90	11,580.90	11,580.90	11,580.90
14,700	10,749.16	11,653.26	11,653.26	11,653.26	11,653.26
14,800	10,803.52	11,725.62	11,725.62	11,725.62	11,725.62
14,900	10,857.88	11,797.98	11,797.98	11,797.98	11,797.98
15,000	10,912.24	11,870.34	11,870.34	11,870.34	11,870.34
15,100	10,966.60	11,942.70	11,942.70	11,942.70	11,942.70
15,200	11,020.96	12,015.05	12,015.05	12,015.05	12,015.05
15,300	11,075.32	12,087.41	12,087.41	12,087.41	12,087.41
15,400	11,129.68	12,159.77	12,159.77	12,159.77	12,159.77
15,500	11,184.04	12,232.13	12,232.13	12,232.13	12,232.13
15,600	11,238.40	12,304.49	12,304.49	12,304.49	12,304.49
15,700	11,292.76	12,360.16	12,376.85	12,376.85	12,376.85
15,800	11,347.12	12,409.12	12,449.21	12,449.21	12,449.21
15,900	11,401.48	12,458.08	12,521.57	12,521.57	12,521.57
16,000	11,455.83	12,507.03	12,593.93	12,593.93	12,593.93
16,100	11,510.19	12,555.99	12,666.29	12,666.29	12,666.29
16,200	11,564.55	12,604.95	12,738.65	12,738.65	12,738.65
16,300	11,618.91	12,653.91	12,811.01	12,811.01	12,811.01
16,400	11,673.27	12,702.87	12,883.37	12,883.37	12,883.37
16,500	11,727.63	12,751.83	12,955.73	12,955.73	12,955.73
16,600	11,781.99	12,800.79	13,028.09	13,028.09	13,028.09
16,700	11,836.35	12,849.75	13,100.44	13,100.44	13,100.44
16,800	11,890.71	12,898.71	13,172.80	13,172.80	13,172.80
16,900	11,945.07	12,947.67	13,245.16	13,245.16	13,245.16
17,000	11,999.43	12,996.63	13,317.52	13,317.52	13,317.52
17,100	12,053.79	13,045.59	13,389.88	13,389.88	13,389.88
17,200	12,108.15	13,094.55	13,462.24	13,462.24	13,462.24
17,300	12,162.51	13,143.51	13,534.60	13,534.60	13,534.60
17,400	12,216.87	13,192.47	13,606.96	13,606.96	13,606.96
17,500	12,271.22	13,241.42	13,679.32	13,679.32	13,679.32
17,600	12,325.58	13,290.38	13,751.68	13,751.68	13,751.68
17,700	12,379.94	13,339.34	13,824.04	13,824.04	13,824.04
17,800	12,434.30	13,388.30	13,885.10	13,896.40	13,896.40
17,900	12,488.66	13,437.26	13,934.06	13,968.76	13,968.76
18,000	12,543.02	13,486.22	13,983.02	14,041.12	14,041.12
18,100	12,597.38	13,535.18	14,031.98	14,113.48	14,113.48
18,200	12,651.74	13,584.14	14,080.94	14,185.84	14,185.84

**Annual gross
Income**
**Income replacement indemnities
(90 % of weighted net income for 2000)
Worker with non-dependent spouse**

	Number of dependents				
	0	1	2	3	4 or more
18,300	12,706.10	13,633.10	14,129.90	14,258.19	14,258.19
18,400	12,760.46	13,682.06	14,178.86	14,330.55	14,330.55
18,500	12,814.82	13,731.02	14,227.82	14,402.91	14,402.91
18,600	12,869.18	13,779.98	14,276.78	14,475.27	14,475.27
18,700	12,923.54	13,828.94	14,325.74	14,547.63	14,547.63
18,800	12,977.90	13,877.90	14,374.70	14,619.99	14,619.99
18,900	13,032.26	13,926.86	14,423.66	14,692.35	14,692.35
19,000	13,086.62	13,975.82	14,472.62	14,764.71	14,764.71
19,100	13,140.97	14,024.77	14,521.57	14,837.07	14,837.07
19,200	13,195.33	14,073.73	14,570.53	14,909.43	14,909.43
19,300	13,249.69	14,122.69	14,619.49	14,981.79	14,981.79
19,400	13,304.05	14,171.65	14,668.45	15,054.15	15,054.15
19,500	13,358.41	14,220.61	14,717.41	15,126.51	15,126.51
19,600	13,412.77	14,269.57	14,766.37	15,198.87	15,198.87
19,700	13,467.13	14,318.53	14,815.33	15,271.23	15,271.23
19,800	13,521.49	14,367.49	14,864.29	15,343.58	15,343.58
19,900	13,575.85	14,416.45	14,913.25	15,410.05	15,415.94
20,000	13,630.21	14,465.41	14,962.21	15,459.01	15,488.30
20,100	13,684.57	14,514.37	15,011.17	15,507.97	15,560.66
20,200	13,738.93	14,563.33	15,060.13	15,556.93	15,633.02
20,300	13,793.29	14,612.29	15,109.09	15,605.89	15,705.38
20,400	13,847.65	14,661.25	15,158.05	15,654.85	15,777.74
20,500	13,902.01	14,710.21	15,207.01	15,703.81	15,850.10
20,600	13,956.36	14,759.16	15,255.96	15,752.76	15,922.46
20,700	14,010.72	14,808.12	15,304.92	15,801.72	15,994.82
20,800	14,065.08	14,857.08	15,353.88	15,850.68	16,067.18
20,900	14,119.44	14,906.04	15,402.84	15,899.64	16,139.54
21,000	14,173.80	14,955.00	15,451.80	15,948.60	16,211.90
21,100	14,228.16	15,003.96	15,500.76	15,997.56	16,284.26
21,200	14,282.52	15,052.92	15,549.72	16,046.52	16,356.62
21,300	14,336.88	15,101.88	15,598.68	16,095.48	16,428.98
21,400	14,391.24	15,150.84	15,647.64	16,144.44	16,501.33
21,500	14,445.60	15,199.80	15,696.60	16,193.40	16,573.69
21,600	14,499.96	15,248.76	15,745.56	16,242.36	16,646.05
21,700	14,554.32	15,297.72	15,794.52	16,291.32	16,718.41
21,800	14,608.68	15,346.68	15,843.48	16,340.28	16,790.77
21,900	14,663.04	15,395.64	15,892.44	16,389.24	16,863.13
22,000	14,717.40	15,444.60	15,941.40	16,438.20	16,935.00
22,100	14,771.76	15,493.56	15,990.36	16,487.16	16,983.96
22,200	14,826.11	15,542.51	16,039.31	16,536.11	17,032.91
22,300	14,880.47	15,591.47	16,088.27	16,585.07	17,081.87
22,400	14,934.83	15,640.43	16,137.23	16,634.03	17,130.83
22,500	14,989.19	15,689.39	16,186.19	16,682.99	17,179.79
22,600	15,043.55	15,738.35	16,235.15	16,731.95	17,228.75
22,700	15,097.91	15,787.31	16,284.11	16,780.91	17,277.71
22,800	15,152.27	15,836.27	16,333.07	16,829.87	17,326.67
22,900	15,206.63	15,885.23	16,382.03	16,878.83	17,375.63
23,000	15,260.99	15,934.19	16,430.99	16,927.79	17,424.59
23,100	15,315.35	15,983.15	16,479.95	16,976.75	17,473.55

**Annual gross
Income**
**Income replacement indemnities
(90 % of weighted net income for 2000)
Worker with non-dependent spouse**

	Number of dependents				
	0	1	2	3	4 or more
23,200	15,369.71	16,032.11	16,528.91	17,025.71	17,522.51
23,300	15,424.07	16,081.07	16,577.87	17,074.67	17,571.47
23,400	15,478.43	16,130.03	16,626.83	17,123.63	17,620.43
23,500	15,532.79	16,178.99	16,675.79	17,172.59	17,669.39
23,600	15,587.15	16,227.95	16,724.75	17,221.55	17,718.35
23,700	15,641.50	16,276.90	16,773.70	17,270.50	17,767.30
23,800	15,695.86	16,325.86	16,822.66	17,319.46	17,816.26
23,900	15,750.22	16,374.82	16,871.62	17,368.42	17,865.22
24,000	15,804.58	16,423.78	16,920.58	17,417.38	17,914.18
24,100	15,858.94	16,472.74	16,969.54	17,466.34	17,963.14
24,200	15,913.30	16,521.70	17,018.50	17,515.30	18,012.10
24,300	15,967.66	16,570.66	17,067.46	17,564.26	18,061.06
24,400	16,022.02	16,619.62	17,116.42	17,613.22	18,110.02
24,500	16,076.38	16,668.58	17,165.38	17,662.18	18,158.98
24,600	16,130.74	16,717.54	17,214.34	17,711.14	18,207.94
24,700	16,185.10	16,766.50	17,263.30	17,760.10	18,256.90
24,800	16,239.46	16,815.46	17,312.26	17,809.06	18,305.86
24,900	16,293.82	16,864.42	17,361.22	17,858.02	18,354.82
25,000	16,348.18	16,913.38	17,410.18	17,906.98	18,403.78
25,100	16,399.84	16,959.64	17,456.44	17,953.24	18,450.04
25,200	16,451.50	17,005.90	17,502.70	17,999.50	18,496.30
25,300	16,503.15	17,052.15	17,548.95	18,045.75	18,542.55
25,400	16,554.81	17,098.41	17,595.21	18,092.01	18,588.81
25,500	16,606.47	17,144.67	17,641.47	18,138.27	18,635.07
25,600	16,658.13	17,196.33	17,693.13	18,189.93	18,686.73
25,700	16,709.79	17,247.99	17,744.79	18,241.59	18,738.39
25,800	16,761.45	17,299.65	17,796.45	18,293.25	18,790.05
25,900	16,813.11	17,351.31	17,848.11	18,344.91	18,841.71
26,000	16,864.77	17,402.97	17,899.77	18,396.57	18,893.37
26,100	16,916.43	17,454.63	17,951.43	18,448.23	18,945.03
26,200	16,968.09	17,506.29	18,003.09	18,499.89	18,996.69
26,300	17,019.75	17,557.95	18,054.75	18,551.55	19,048.35
26,400	17,071.41	17,609.61	18,106.41	18,603.21	19,100.01
26,500	17,123.07	17,661.27	18,158.07	18,654.87	19,151.67
26,600	17,174.73	17,712.93	18,209.73	18,706.53	19,203.33
26,700	17,226.39	17,764.59	18,261.39	18,758.19	19,254.99
26,800	17,278.04	17,816.24	18,313.04	18,809.84	19,306.64
26,900	17,329.70	17,867.90	18,364.70	18,861.50	19,358.30
27,000	17,381.36	17,919.56	18,416.36	18,913.16	19,409.96
27,100	17,433.02	17,971.22	18,468.02	18,964.82	19,461.62
27,200	17,484.68	18,022.88	18,519.68	19,016.48	19,513.28
27,300	17,536.34	18,074.54	18,571.34	19,068.14	19,564.94
27,400	17,588.00	18,126.20	18,623.00	19,119.80	19,616.60
27,500	17,639.66	18,177.86	18,674.66	19,171.46	19,668.26
27,600	17,691.32	18,229.52	18,726.32	19,223.12	19,719.92
27,700	17,742.98	18,281.18	18,777.98	19,274.78	19,771.58
27,800	17,794.64	18,332.84	18,829.64	19,326.44	19,823.24
27,900	17,846.30	18,384.50	18,881.30	19,378.10	19,874.90
28,000	17,897.96	18,436.16	18,932.96	19,429.76	19,926.56

**Annual gross
Income**
**Income replacement indemnities
(90 % of weighted net income for 2000)
Worker with non-dependent spouse**

	Number of dependents				
	0	1	2	3	4 or more
28,100	17,949.62	18,487.82	18,984.62	19,481.42	19,978.22
28,200	18,001.28	18,539.48	19,036.28	19,533.08	20,029.88
28,300	18,052.94	18,591.14	19,087.94	19,584.74	20,081.54
28,400	18,104.59	18,642.79	19,139.59	19,636.39	20,133.19
28,500	18,156.25	18,694.45	19,191.25	19,688.05	20,184.85
28,600	18,207.91	18,746.11	19,242.91	19,739.71	20,236.51
28,700	18,259.57	18,797.77	19,294.57	19,791.37	20,288.17
28,800	18,311.23	18,849.43	19,346.23	19,843.03	20,339.83
28,900	18,362.89	18,901.09	19,397.89	19,894.69	20,391.49
29,000	18,414.55	18,952.75	19,449.55	19,946.35	20,443.15
29,100	18,466.21	19,004.41	19,501.21	19,998.01	20,494.81
29,200	18,517.87	19,056.07	19,552.87	20,049.67	20,546.47
29,300	18,569.53	19,107.73	19,604.53	20,101.33	20,598.13
29,400	18,621.19	19,159.39	19,656.19	20,152.99	20,649.79
29,500	18,672.85	19,211.05	19,707.85	20,204.65	20,701.45
29,600	18,723.83	19,262.03	19,758.83	20,255.63	20,752.43
29,700	18,768.73	19,306.93	19,803.73	20,300.53	20,797.33
29,800	18,813.62	19,351.82	19,848.62	20,345.42	20,842.22
29,900	18,858.52	19,396.72	19,893.52	20,390.32	20,887.12
30,000	18,903.41	19,441.61	19,938.41	20,435.21	20,932.01
30,100	18,948.31	19,486.51	19,983.31	20,480.11	20,976.91
30,200	18,993.21	19,531.41	20,028.21	20,525.01	21,021.81
30,300	19,038.10	19,576.30	20,073.10	20,569.90	21,066.70
30,400	19,083.00	19,621.20	20,118.00	20,614.80	21,111.60
30,500	19,127.89	19,666.09	20,162.89	20,659.69	21,156.49
30,600	19,172.79	19,710.99	20,207.79	20,704.59	21,201.39
30,700	19,217.68	19,755.88	20,252.68	20,749.48	21,246.28
30,800	19,262.58	19,800.78	20,297.58	20,794.38	21,291.18
30,900	19,307.48	19,845.68	20,342.48	20,839.28	21,336.08
31,000	19,352.37	19,890.57	20,387.37	20,884.17	21,380.97
31,100	19,397.27	19,935.47	20,432.27	20,929.07	21,425.87
31,200	19,442.16	19,980.36	20,477.16	20,973.96	21,470.76
31,300	19,487.06	20,025.26	20,522.06	21,018.86	21,515.66
31,400	19,531.96	20,070.16	20,566.96	21,063.76	21,560.56
31,500	19,576.85	20,115.05	20,611.85	21,108.65	21,605.45
31,600	19,621.75	20,159.95	20,656.75	21,153.55	21,650.35
31,700	19,666.64	20,204.84	20,701.64	21,198.44	21,695.24
31,800	19,711.54	20,249.74	20,746.54	21,243.34	21,740.14
31,900	19,756.44	20,294.64	20,791.44	21,288.24	21,785.04
32,000	19,801.33	20,339.53	20,836.33	21,333.13	21,829.93
32,100	19,846.23	20,384.43	20,881.23	21,378.03	21,874.83
32,200	19,891.12	20,429.32	20,926.12	21,422.92	21,919.72
32,300	19,936.02	20,474.22	20,971.02	21,467.82	21,964.62
32,400	19,980.91	20,519.11	21,015.91	21,512.71	22,009.51
32,500	20,025.81	20,564.01	21,060.81	21,557.61	22,054.41
32,600	20,070.71	20,608.91	21,105.71	21,602.51	22,099.31
32,700	20,115.60	20,653.80	21,150.60	21,647.40	22,144.20
32,800	20,160.50	20,698.70	21,195.50	21,692.30	22,189.10
32,900	20,205.39	20,743.59	21,240.39	21,737.19	22,233.99

Annual gross Income	Income replacement indemnities (90 % of weighted net income for 2000) Worker with non-dependent spouse				
	Number of dependents				
	0	1	2	3	4 or more
33,000	20,250.29	20,788.49	21,285.29	21,782.09	22,278.89
33,100	20,295.19	20,833.39	21,330.19	21,826.99	22,323.79
33,200	20,340.08	20,878.28	21,375.08	21,871.88	22,368.68
33,300	20,384.98	20,923.18	21,419.98	21,916.78	22,413.58
33,400	20,429.87	20,968.07	21,464.87	21,961.67	22,458.47
33,500	20,474.77	21,012.97	21,509.77	22,006.57	22,503.37
33,600	20,519.66	21,057.86	21,554.66	22,051.46	22,548.26
33,700	20,564.56	21,102.76	21,599.56	22,096.36	22,593.16
33,800	20,609.46	21,147.66	21,644.46	22,141.26	22,638.06
33,900	20,654.35	21,192.55	21,689.35	22,186.15	22,682.95
34,000	20,699.25	21,237.45	21,734.25	22,231.05	22,727.85
34,100	20,744.14	21,282.34	21,779.14	22,275.94	22,772.74
34,200	20,789.04	21,327.24	21,824.04	22,320.84	22,817.64
34,300	20,833.94	21,372.14	21,868.94	22,365.74	22,862.54
34,400	20,878.83	21,417.03	21,913.83	22,410.63	22,907.43
34,500	20,923.73	21,461.93	21,958.73	22,455.53	22,952.33
34,600	20,968.62	21,506.82	22,003.62	22,500.42	22,997.22
34,700	21,013.52	21,551.72	22,048.52	22,545.32	23,042.12
34,800	21,058.42	21,596.62	22,093.42	22,590.22	23,087.02
34,900	21,103.31	21,641.51	22,138.31	22,635.11	23,131.91
35,000	21,148.21	21,686.41	22,183.21	22,680.01	23,176.81
35,100	21,193.10	21,731.30	22,228.10	22,724.90	23,221.70
35,200	21,238.00	21,776.20	22,273.00	22,769.80	23,266.60
35,300	21,282.89	21,821.09	22,317.89	22,814.69	23,311.49
35,400	21,327.79	21,865.99	22,362.79	22,859.59	23,356.39
35,500	21,372.69	21,910.89	22,407.69	22,904.49	23,401.29
35,600	21,417.58	21,955.78	22,452.58	22,949.38	23,446.18
35,700	21,462.48	22,000.68	22,497.48	22,994.28	23,491.08
35,800	21,507.37	22,045.57	22,542.37	23,039.17	23,535.97
35,900	21,552.27	22,090.47	22,587.27	23,084.07	23,580.87
36,000	21,597.17	22,135.37	22,632.17	23,128.97	23,625.77
36,100	21,642.06	22,180.26	22,677.06	23,173.86	23,670.66
36,200	21,686.96	22,225.16	22,721.96	23,218.76	23,715.56
36,300	21,731.85	22,270.05	22,766.85	23,263.65	23,760.45
36,400	21,776.75	22,314.95	22,811.75	23,308.55	23,805.35
36,500	21,821.64	22,359.84	22,856.64	23,353.44	23,850.24
36,600	21,866.54	22,404.74	22,901.54	23,398.34	23,895.14
36,700	21,911.44	22,449.64	22,946.44	23,443.24	23,940.04
36,800	21,956.33	22,494.53	22,991.33	23,488.13	23,984.93
36,900	22,001.23	22,539.43	23,036.23	23,533.03	24,029.83
37,000	22,046.12	22,584.32	23,081.12	23,577.92	24,074.72
37,100	22,091.02	22,629.22	23,126.02	23,622.82	24,119.62
37,200	22,135.92	22,674.12	23,170.92	23,667.72	24,164.52
37,300	22,180.81	22,719.01	23,215.81	23,712.61	24,209.41
37,400	22,225.71	22,763.91	23,260.71	23,757.51	24,254.31
37,500	22,270.60	22,808.80	23,305.60	23,802.40	24,299.20
37,600	22,315.50	22,853.70	23,350.50	23,847.30	24,344.10
37,700	22,363.41	22,901.61	23,398.41	23,895.21	24,392.01
37,800	22,411.31	22,949.51	23,446.31	23,943.11	24,439.91

**Annual gross
Income**
**Income replacement indemnities
(90 % of weighted net income for 2000)
Worker with non-dependent spouse**

	Number of dependents				
	0	1	2	3	4 or more
37,900	22,459.22	22,997.42	23,494.22	23,991.02	24,487.82
38,000	22,507.13	23,045.33	23,542.13	24,038.93	24,535.73
38,100	22,555.04	23,093.24	23,590.04	24,086.84	24,583.64
38,200	22,602.94	23,141.14	23,637.94	24,134.74	24,631.54
38,300	22,650.85	23,189.05	23,685.85	24,182.65	24,679.45
38,400	22,698.76	23,236.96	23,733.76	24,230.56	24,727.36
38,500	22,746.67	23,284.87	23,781.67	24,278.47	24,775.27
38,600	22,794.58	23,332.78	23,829.58	24,326.38	24,823.18
38,700	22,842.48	23,380.68	23,877.48	24,374.28	24,871.08
38,800	22,890.39	23,428.59	23,925.39	24,422.19	24,918.99
38,900	22,938.30	23,476.50	23,973.30	24,470.10	24,966.90
39,000	22,986.21	23,524.41	24,021.21	24,518.01	25,014.81
39,100	23,035.97	23,574.17	24,070.97	24,567.77	25,064.57
39,200	23,085.73	23,623.93	24,120.73	24,617.53	25,114.33
39,300	23,135.49	23,673.69	24,170.49	24,667.29	25,164.09
39,400	23,185.25	23,723.45	24,220.25	24,717.05	25,213.85
39,500	23,235.01	23,773.21	24,270.01	24,766.81	25,263.61
39,600	23,284.77	23,822.97	24,319.77	24,816.57	25,313.37
39,700	23,334.53	23,872.73	24,369.53	24,866.33	25,363.13
39,800	23,384.29	23,922.49	24,419.29	24,916.09	25,412.89
39,900	23,434.05	23,972.25	24,469.05	24,965.85	25,462.65
40,000	23,483.82	24,022.02	24,518.82	25,015.62	25,512.42
40,100	23,533.58	24,071.78	24,568.58	25,065.38	25,562.18
40,200	23,583.34	24,121.54	24,618.34	25,115.14	25,611.94
40,300	23,633.10	24,171.30	24,668.10	25,164.90	25,661.70
40,400	23,682.86	24,221.06	24,717.86	25,214.66	25,711.46
40,500	23,732.62	24,270.82	24,767.62	25,264.42	25,761.22
40,600	23,782.38	24,320.58	24,817.38	25,314.18	25,810.98
40,700	23,832.14	24,370.34	24,867.14	25,363.94	25,860.74
40,800	23,881.90	24,420.10	24,916.90	25,413.70	25,910.50
40,900	23,931.66	24,469.86	24,966.66	25,463.46	25,960.26
41,000	23,981.43	24,519.63	25,016.43	25,513.23	26,010.03
41,100	24,031.19	24,569.39	25,066.19	25,562.99	26,059.79
41,200	24,080.95	24,619.15	25,115.95	25,612.75	26,109.55
41,300	24,130.71	24,668.91	25,165.71	25,662.51	26,159.31
41,400	24,180.47	24,718.67	25,215.47	25,712.27	26,209.07
41,500	24,230.23	24,768.43	25,265.23	25,762.03	26,258.83
41,600	24,279.99	24,818.19	25,314.99	25,811.79	26,308.59
41,700	24,329.75	24,867.95	25,364.75	25,861.55	26,358.35
41,800	24,379.51	24,917.71	25,414.51	25,911.31	26,408.11
41,900	24,429.27	24,967.47	25,464.27	25,961.07	26,457.87
42,000	24,479.04	25,017.24	25,514.04	26,010.84	26,507.64
42,100	24,528.80	25,067.00	25,563.80	26,060.60	26,557.40
42,200	24,578.56	25,116.76	25,613.56	26,110.36	26,607.16
42,300	24,628.32	25,166.52	25,663.32	26,160.12	26,656.92
42,400	24,678.08	25,216.28	25,713.08	26,209.88	26,706.68
42,500	24,727.84	25,266.04	25,762.84	26,259.64	26,756.44
42,600	24,777.60	25,315.80	25,812.60	26,309.40	26,806.20
42,700	24,827.36	25,365.56	25,862.36	26,359.16	26,855.96

Annual gross Income	Income replacement indemnities (90 % of weighted net income for 2000) Worker with non-dependent spouse				
	Number of dependents				
	0	1	2	3	4 or more
42,800	24,877.12	25,415.32	25,912.12	26,408.92	26,905.72
42,900	24,926.88	25,465.08	25,961.88	26,458.68	26,955.48
43,000	24,976.65	25,514.85	26,011.65	26,508.45	27,005.25
43,100	25,026.41	25,564.61	26,061.41	26,558.21	27,055.01
43,200	25,076.17	25,614.37	26,111.17	26,607.97	27,104.77
43,300	25,125.93	25,664.13	26,160.93	26,657.73	27,154.53
43,400	25,175.69	25,713.89	26,210.69	26,707.49	27,204.29
43,500	25,225.45	25,763.65	26,260.45	26,757.25	27,254.05
43,600	25,275.21	25,813.41	26,310.21	26,807.01	27,303.81
43,700	25,324.97	25,863.17	26,359.97	26,856.77	27,353.57
43,800	25,374.73	25,912.93	26,409.73	26,906.53	27,403.33
43,900	25,424.49	25,962.69	26,459.49	26,956.29	27,453.09
44,000	25,474.26	26,012.46	26,509.26	27,006.06	27,502.86
44,100	25,524.02	26,062.22	26,559.02	27,055.82	27,552.62
44,200	25,573.78	26,111.98	26,608.78	27,105.58	27,602.38
44,300	25,623.54	26,161.74	26,658.54	27,155.34	27,652.14
44,400	25,673.30	26,211.50	26,708.30	27,205.10	27,701.90
44,500	25,723.06	26,261.26	26,758.06	27,254.86	27,751.66
44,600	25,772.82	26,311.02	26,807.82	27,304.62	27,801.42
44,700	25,822.58	26,360.78	26,857.58	27,354.38	27,851.18
44,800	25,872.34	26,410.54	26,907.34	27,404.14	27,900.94
44,900	25,922.10	26,460.30	26,957.10	27,453.90	27,950.70
45,000	25,971.87	26,510.07	27,006.87	27,503.67	28,000.47
45,100	26,021.63	26,559.83	27,056.63	27,553.43	28,050.23
45,200	26,071.39	26,609.59	27,106.39	27,603.19	28,099.99
45,300	26,121.15	26,659.35	27,156.15	27,652.95	28,149.75
45,400	26,170.91	26,709.11	27,205.91	27,702.71	28,199.51
45,500	26,220.67	26,758.87	27,255.67	27,752.47	28,249.27
45,600	26,270.43	26,808.63	27,305.43	27,802.23	28,299.03
45,700	26,320.19	26,858.39	27,355.19	27,851.99	28,348.79
45,800	26,369.95	26,908.15	27,404.95	27,901.75	28,398.55
45,900	26,419.71	26,957.91	27,454.71	27,951.51	28,448.31
46,000	26,469.48	27,007.68	27,504.48	28,001.28	28,498.08
46,100	26,519.24	27,057.44	27,554.24	28,051.04	28,547.84
46,200	26,569.00	27,107.20	27,604.00	28,100.80	28,597.60
46,300	26,618.76	27,156.96	27,653.76	28,150.56	28,647.36
46,400	26,668.52	27,206.72	27,703.52	28,200.32	28,697.12
46,500	26,718.28	27,256.48	27,753.28	28,250.08	28,746.88
46,600	26,768.04	27,306.24	27,803.04	28,299.84	28,796.64
46,700	26,817.80	27,356.00	27,852.80	28,349.60	28,846.40
46,800	26,867.56	27,405.76	27,902.56	28,399.36	28,896.16
46,900	26,917.32	27,455.52	27,952.32	28,449.12	28,945.92
47,000	26,967.09	27,505.29	28,002.09	28,498.89	28,995.69
47,100	27,016.85	27,555.05	28,051.85	28,548.65	29,045.45
47,200	27,066.61	27,604.81	28,101.61	28,598.41	29,095.21
47,300	27,116.37	27,654.57	28,151.37	28,648.17	29,144.97
47,400	27,166.13	27,704.33	28,201.13	28,697.93	29,194.73
47,500	27,215.89	27,754.09	28,250.89	28,747.69	29,244.49
47,600	27,265.65	27,803.85	28,300.65	28,797.45	29,294.25

Annual gross Income	Income replacement indemnities (90 % of weighted net income for 2000) Worker with non-dependent spouse				
	Number of dependents				
	0	1	2	3	4 or more
47,700	27,315.41	27,853.61	28,350.41	28,847.21	29,344.01
47,800	27,365.17	27,903.37	28,400.17	28,896.97	29,393.77
47,900	27,414.93	27,953.13	28,449.93	28,946.73	29,443.53
48,000	27,464.70	28,002.90	28,499.70	28,996.50	29,493.30
48,100	27,514.46	28,052.66	28,549.46	29,046.26	29,543.06
48,200	27,564.22	28,102.42	28,599.22	29,096.02	29,592.82
48,300	27,613.98	28,152.18	28,648.98	29,145.78	29,642.58
48,400	27,663.74	28,201.94	28,698.74	29,195.54	29,692.34
48,500	27,713.50	28,251.70	28,748.50	29,245.30	29,742.10
48,600	27,763.26	28,301.46	28,798.26	29,295.06	29,791.86
48,700	27,813.02	28,351.22	28,848.02	29,344.82	29,841.62
48,800	27,862.78	28,400.98	28,897.78	29,394.58	29,891.38
48,900	27,912.54	28,450.74	28,947.54	29,444.34	29,941.14
49,000	27,962.31	28,500.51	28,997.31	29,494.11	29,990.91
49,100	28,012.07	28,550.27	29,047.07	29,543.87	30,040.67
49,200	28,061.83	28,600.03	29,096.83	29,593.63	30,090.43
49,300	28,111.59	28,649.79	29,146.59	29,643.39	30,140.19
49,400	28,161.35	28,699.55	29,196.35	29,693.15	30,189.95
49,500	28,211.11	28,749.31	29,246.11	29,742.91	30,239.71
49,600	28,260.87	28,799.07	29,295.87	29,792.67	30,289.47
49,700	28,310.63	28,848.83	29,345.63	29,842.43	30,339.23
49,800	28,360.39	28,898.59	29,395.39	29,892.19	30,388.99
49,900	28,410.15	28,948.35	29,445.15	29,941.95	30,438.75
50,000	28,459.92	28,998.12	29,494.92	29,991.72	30,488.52
50,100	28,509.68	29,047.88	29,544.68	30,041.48	30,538.28
50,200	28,559.44	29,097.64	29,594.44	30,091.24	30,588.04
50,300	28,609.20	29,147.40	29,644.20	30,141.00	30,637.80
50,400	28,658.96	29,197.16	29,693.96	30,190.76	30,687.56
50,500	28,708.72	29,246.92	29,743.72	30,240.52	30,737.32

Draft Regulations

Draft Regulation

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

Occupational health and safety in mines — Amendments

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1) and with section 224 of the Act respecting occupational health and safety (R.S.Q., c. S-2.1), that the Regulation to amend the Regulation respecting occupational health and safety in mines, the text of which appears below, may be adopted by the Commission de la santé et de la sécurité du travail and submitted to the Government for approval upon the expiry of 60 days following this publication.

The purpose of the draft Regulation is to ensure the health and safety of mine workers and to prescribe standards that are more appropriate for the sector.

To that end, the draft Regulation proposes another formula to determine the safety factor of new hoisting ropes installed on drum hoists used in a vertical shaft, if certain standards are met and provides that the procedure to be followed by hoistmen to test conveyance brakes be posted.

To date, study of the matter has shown no impact on small and medium-sized businesses.

Further information may be obtained by contacting Mr. Ghislain Fortin, Commission de la santé et de la sécurité du travail, 524, rue Bourdages, Québec (Québec) G1K 7E2 by telephone (418) 646-3908 or by fax (418) 528-2376.

Any interested person having comments to make on the matter is asked to send them in writing, before the expiry of the 60-day period, to Alain Albert, Vice-Chairman, Programmation et expertise-conseil, Commission de la santé et de la sécurité du travail, 1199, rue De Bleury, 14^e étage, Montréal (Québec) H3B 3J1.

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 to amend the Regulation respecting occupational health and safety in mines*

An Act respecting occupational health and safety
(R.S.Q., c. S-2.1, s. 223, 1st par., subpars. 1 and 19,
2nd and 3rd pars.)

1. The Regulation respecting occupational health and safety in mines is amended in section 225 by adding the following after the second paragraph:

“The tests provided for in the first and second paragraphs must be conducted according to a procedure posted at the hoistman’s work station.”.

2. The following section is added after section 288:

“**288.1.** Notwithstanding section 288, the safety factor of a new hoisting rope installed on a drum hoist used in a vertical shaft shall be determined according to the following formula:

$$\text{safety factor} = \frac{25\,000}{4\,000+L}$$

(L being the maximum length of rope suspended below the headsheave where the conveyance is at the lower limit of travel.)

In such a case, the following standards must be met:

(1) the drum hoist must comply with the standard entitled “Code of Practice for Performance, Operation, Testing and Maintenance of Drum Winders relating to Rope Safety” (Draft prepared by working group of the South African Bureau of Standards), April 24, 1996, with the exception of sections 4.1, 4.2, subdivision 6.6, section 10.5.2.2 and sections 16.3, 16.4, 16.6.1 to 16.14, 16.17 to 16.19, 16.21, 16.22, 16.24 to 16.34.2.3, 16.55, 16.59, 16.61 to 16.66;

* The Regulation respecting occupational health and safety in mines, made by Order in Council 213-93 dated 17 February 1993 (1993, G.O. 2, 1757), was last amended by the Regulation made by Order in Council 1236-98 dated 23 September 1998 (1998, G.O. 2, 4049). For previous amendments, refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 September 1999.

(2) the hoisting rope must be used, maintained and checked in accordance with the standard entitled “Code of Practice for the Condition Assessment of Steel Wire Ropes on Mine Winders”, SABS 0293.

Moreover, the standards provided for in this Regulation shall continue to apply, except where amended by those mentioned in subparagraphs 1 and 2 of the second paragraph.”.

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

Municipal Affairs

Gouvernement du Québec

O.C. 1253-99, 17 November 1999

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

Amalgamation of Ville de La Malbaie–Pointe-au-Pic, Municipalité de Rivière-Malbaie, Municipalité de Saint-Fidèle, Village de Cap-à-l'Aigle and Paroisse de Sainte-Agnès

WHEREAS each of the municipal councils of Ville de La Malbaie–Pointe-au-Pic, Municipalité de Rivière-Malbaie, Municipalité de Saint-Fidèle, Village de Cap-à-l'Aigle and Paroisse de Sainte-Agnès adopted a by-law authorizing the filing of a joint application with the Government requesting that it constitute a local municipality through the amalgamation of the municipalities under the Act respecting municipal territorial organization (R.S.Q., c. O-9);

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

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

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

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

THAT the application be granted and that a local municipality resulting from the amalgamation of Ville de La Malbaie–Pointe-au-Pic, Municipalité de Rivière-Malbaie, Municipalité de Saint-Fidèle, Village de Cap-à-l'Aigle and Paroisse de Sainte-Agnès be constituted, on the following conditions:

1. The name of the new town shall be “Ville de La Malbaie”.

The council of the new town must apply to the Commission de toponymie du Québec so that the names of

each of the former municipalities be given respectively to the sectors of the new town that correspond to the territory of those former municipalities.

2. The description of the territory of the new town shall be the description drawn up by the Minister of Natural Resources on 30 August 1999; that description is attached as a Schedule to this Order in Council.

3. The new town shall be governed by the Cities and Towns Act (R.S.Q., c. C-19).

4. The new town shall be part of the Municipalité régionale de comté de Charlevoix-Est.

5. The provisions of the Act respecting Municipalité régionale de comté de Charlevoix-Est and Municipalité de Rivière-Malbaie (1996, c. 93) shall apply to the new town.

6. A provisional council shall hold office until the first general election. It shall be composed of ten members. The quorum shall be half the members in office plus one. The representatives appointed by the council of each of the former municipalities to sit on the provisional council shall be:

Former Ville de La Malbaie–Pointe-au-Pic:

- the mayor
- the councillor for district number 2
- the councillor for district number 3
- the councillor for district number 5
- the councillor for district number 6

Former Municipalité de Rivière-Malbaie:

- the mayor
- the councillor for seat number 3

Former Municipalité de Saint-Fidèle:

- the mayor

Former Village de Cap-à-l'Aigle:

- the mayor

Former Paroisse de Sainte-Agnès:

- the mayor

If the representative of a former municipality resigns or is unable to act, the following persons shall act, in the indicated order, as representative of that former municipality:

Former Ville de La Malbaie-Pointe-au-Pic:

- the councillor for district number 1
- the councillor for district number 4

Former Municipalité de Rivière-Malbaie:

- the councillor for seat number 6
- the councillor for seat number 1

Former Municipalité de Saint-Fidèle:

- the councillor for district number 3
- the councillor for district number 4

Former Village de Cap-à-l'Aigle:

- the councillor for seat number 1
- the councillor for seat number 6

Former Paroisse de Sainte-Agnès:

- the councillor for seat number 6
- the councillor for seat number 5.

The mayor of the former Ville de La Malbaie-Pointe-au-Pic shall act as mayor of the provisional council. The mayors of the former Municipalité de Rivière-Malbaie, of the former Municipalité de Saint-Fidèle, of the former Village de Cap-à-l'Aigle and of the former Paroisse de Sainte-Agnès shall alternate as deputy mayor for periods fixed in proportion to the population of their former municipality in 1999.

7. All the elected municipal officers of the former municipalities, whether or not they sit on the provisional council, shall receive the same remuneration as they were receiving prior to the coming into force of this Order in Council until 31 December 1999.

From 1 January 2000 and until the council decides otherwise in accordance with law, the mayor's salary shall be fixed at \$18 000, and that of councillors at \$6 000 (including in both cases the expense allowance). Notwithstanding the foregoing, if that remuneration is less than that which an elected municipal officer was receiving prior to the coming into force of this Order in Council, that elected municipal officer shall receive the same remuneration as he was receiving prior to the amalgamation.

For the 2000 fiscal year, all the elected municipal officers of the former municipalities who do not sit on the provisional council shall receive the same remuneration as they were receiving prior to the coming into force of this Order in Council and it shall be taken directly from the general funds of the new town. To be entitled to their remuneration, those elected municipal officers must be part of a committee or task force that the council of the new town may make up.

Notwithstanding the preceding paragraph, the elected municipal officers of the former Ville de La Malbaie-Pointe-au-Pic who do not sit on the provisional council shall receive, for the 2000 fiscal year, the same remuneration as those who sit thereon.

For the period starting on 1 January 2001 and ending on the first Sunday of November 2002, the council of the new town may extend the remuneration of the elected municipal officers of the former municipalities who do not sit on the provisional council; in that case, the necessary amounts shall be taken directly from the surplus accumulated on behalf of those former municipalities.

The mayors of the former municipalities shall continue to sit on the council of the Municipalité régionale de comté de Charlevoix-Est until the mayor elected during the first general election takes office and they shall have the same number of votes as they had prior to the coming into force of this Order in Council.

The mayor of each of the former municipalities shall retain the qualifications required to act as warden or deputy warden of the regional county municipality until the mayor elected during the first general election takes office; he shall also retain the qualifications required to participate in any committee or fulfil any other duty within the regional county municipality.

8. The first sitting of the provisional council shall be held on the date fixed by the secretary-treasurer; it shall be held at 8:00 p.m. at the city hall of the former Ville de La Malbaie-Pointe-au-Pic.

9. The first general election shall be held on the first Sunday of November 2002. The second general election shall be held on the first Sunday of November 2006.

10. Notwithstanding paragraph 1 of section 9 of the Act respecting elections and referendums in municipalities (R.S.Q., c. E-2.2), the territory of the new town shall be divided into nine electoral districts for the purposes of the first general election; that division shall be made in accordance with that Act. For subsequent elections, the new town may, if it obtains the authorization re-

quired under section 10 of that Act, continue to divide its territory into nine electoral districts.

11. Mr. Roger Arpin, secretary-treasurer of the former Ville de La Malbaie–Pointe-au-Pic, shall act as first secretary-treasurer of the new town. That appointment is valid until the council decides otherwise within the scope of a revision of the administrative structure.

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

Notwithstanding the foregoing, an expenditure recognized by the council as resulting from the amalgamation shall be charged to the budgets of each of the former municipalities in proportion to their standardized real estate value, established in accordance with the Regulation respecting the equalization scheme (Order in Council 1087-92 dated 22 July 1992, amended by Orders in Council 719-94 dated 18 May 1994, 502-95 dated 12 April 1995 and 1133-97 dated 3 September 1997), as it appears in their financial statements for the last fiscal year ending before this Order in Council comes into force.

13. If section 12 applies, the portion of the subsidy granted by the Government under the Programme d'aide financière au regroupement municipal (PAFREM) for the first year following the amalgamation, less the expenditures recognized by the council as resulting from the amalgamation and directly financed by that portion of the subsidy, shall constitute a reserve to be paid to the new town.

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

15. The working fund of a former municipality shall be abolished at the end of the last fiscal year for which the former municipalities adopted separate budgets. The uncommitted working fund on that date shall be added to the surplus accumulated on behalf of that former municipality and used in accordance with the provisions of section 16.

The new town shall constitute a new working fund in the amount of \$300 000 made up of a contribution of each of the former municipalities taken directly from the

surplus accumulated on its behalf at the end of the last fiscal year for which the municipalities adopted separate budgets. The contribution of the former Ville de La Malbaie–Pointe-au-Pic shall be \$178 400, that of the former Municipalité de Rivière-Malbaie shall be \$60 500, that of the former Municipalité de Saint-Fidèle shall be \$20 900, that of the former Village de Cap-à-l'Aigle shall be \$28 300 and that of the former Paroisse de Sainte-Agnès shall be \$11 900; if the amount of the surplus accumulated on behalf of a former municipality is insufficient to allow for the payment of that contribution, a special tax shall be imposed on all the taxable immovables in the sector made up of the territory of that former municipality, to make up such difference.

16. Once the operation provided for in section 15 has been carried out, any balance remaining in the surplus accumulated on behalf of a former municipality shall be used for the benefit of the ratepayers of the sector made up of the territory of that former municipality.

If the council of the new town decides to grant a remuneration to the elected municipal officers of a former municipality who do not sit on the provisional council, for the period starting on 1 January 2001 and ending on the first Sunday of November 2002, the surplus accumulated on behalf of the former municipality on the council of which the elected municipal officer held office shall be used in priority for the payment of the amounts necessary for the payment of that remuneration.

Any balance of the surplus accumulated on behalf of a former municipality may be used for carrying out public works in the sector made up of the territory of that former municipality, reducing taxes applicable to all the taxable immovables of that sector or repaying debts charged to that sector. The provisions shall apply subject to the first paragraph of section 11 of Order in Council 117-95 dated 1 February 1995 amalgamating Ville de La Malbaie and Village de Pointe-au-Pic.

17. Any deficit accumulated on behalf of a former municipality at the end of the last fiscal year for which the former municipalities adopted separate budgets shall continue to be charged to all the taxable immovables in the sector made up of the territory of that former municipality.

18. Any tax imposed under By-laws 610-92 and 701-99 of the former Ville de La Malbaie–Pointe-au-Pic and By-laws 254 and 276 of the former Municipalité de Rivière-Malbaie shall be replaced by a tax imposed on all the taxable immovables of the new town. A special tax shall then be imposed and levied on all the taxable immovables of the new town on the basis of their value entered on the assessment roll in force each year.

The taxation clauses of those by-laws shall be amended accordingly.

19. The annual repayment of instalments in principal and interest of loans made under By-laws 671-96 of the former Ville de La Malbaie-Pointe-au-Pic shall be charged to all the users of the water treatment system of the new town and it shall be made by means of a compensation rate that the council of the new town shall fix annually.

The taxation clause of By-law 671-96 of the former Ville de La Malbaie-Pointe-au-Pic shall be amended accordingly. The new town may amend that by-law in accordance with law, if it carries out work to extend the sewer system using water treatment made under that by-law.

20. The aliquot share payable to the Société québécoise d'assainissement des eaux by the former Ville de la Malbaie for the work carried out under the Programme d'amélioration des rives shall be charged to the sector made up of the territory of the former Ville de La Malbaie, as it existed prior to the coming into force of Order in Council 117-95 dated 1 February 1995 amalgamating Ville de La Malbaie and Village de Pointe-au-Pic. A special tax shall thus be imposed and levied on all the taxable immovables in the sector made up of the territory of the former Ville de La Malbaie, on the basis of their value entered on the assessment roll in force each year.

21. The repayment of instalments in principal and interest of the loan made under By-law 657-95 of the former Ville de La Malbaie-Pointe-au-Pic shall be charged to all the users of the waterworks and sewer system in the sector made up of the territory of that former town and it shall be made by means of a compensation rate that the council of the new town shall fix annually.

The taxation clause of By-law 657-95 of the former Ville de La Malbaie-Pointe-au-Pic shall be amended accordingly. The new town may amend that By-law in accordance with law if it carries out work to extend the waterworks and sewer system of that former town.

22. The repayment of instalments in principal and interest of the loan made under By-law 264 of the former Municipalité de Rivière-Malbaie shall be charged to all the users of the waterworks and sewer system in the sector made up of the territory of that former municipality and it shall be made by means of a compensation rate that the council of the new town shall fix annually.

The taxation clause of By-law 264 of the former Municipalité de Rivière-Malbaie shall be amended ac-

ordingly. The new town may amend that by-law in accordance with law, if it carries out work to extend the waterworks and sewer system of that former municipality.

23. The repayment of instalments in principal and interest of the loans made under By-law 134 of the former Village de Cap-à-l'Aigle shall be charged to all the users served by the waterworks system of that former municipality by including the users of the former Municipalité de Rivière-Malbaie who are served by that system. A special tax shall then be imposed and levied on all the taxable immovables served by the waterworks system of the former Village de Cap-à-l'Aigle, on the basis of their value entered on the assessment roll in force each year.

The taxation clause of By-law 134 of the former Village de Cap-à-l'Aigle shall be amended accordingly. The new town may amend that by-law in accordance with law, if it carries out work to extend the waterworks system of that former village.

24. The annual repayment of instalments in principal and interest of all loans made under by-laws adopted by a former municipality before the coming into force of this Order in Council and not referred to in sections 18, 19, 20, 21, 22 and 23 shall be charged to the sector made up of the territory of the former municipality that made the loans, in accordance with the taxation clauses of those by-laws. If the new town decides to amend the taxation clauses of those by-laws in accordance with law, those amendments may affect only the taxable immovables in the sector made up of the territory of that former municipality.

25. Subject to section 15 of Order in Council 117-95 dated 1 February 1995 amalgamating Ville de La Malbaie and Village de Pointe-au-Pic, the standardization of the business tax rate shall be made over a seven-year period. Thus, the difference between a basic rate of \$3.95 per \$100 of rental value and the business tax rate imposed by each of the former municipalities, for the last fiscal year for which the former municipalities adopted separate budgets, shall be covered over a seven-year period, at the rate of one-seventh of the difference annually.

The new town shall be authorized to deposit a roll for rental value for the sector made up of the territory of the former Paroisse de Sainte-Agnès.

26. The real estate tax credit granted to the taxable immovables in the sector made up of the territory of the former Village de Pointe-au-Pic, under section 14 of Order in Council 117-95 dated 1 February 1995 amalgamating Ville de La Malbaie and Village de Pointe-au-Pic, shall continue to apply.

27. For each of the first six complete fiscal years following the coming into force of this Order in Council, a general real estate tax credit shall be granted annually to all the taxable immovables in the sector made up of the territory of the former Ville de La Malbaie–Pointe-au-Pic; that credit shall be calculated according to the following rates:

First year:	\$0.20 per \$100 of assessment;
Second year:	\$0.17 per \$100 of assessment;
Third year:	\$0.14 per \$100 of assessment;
Fourth year:	\$0.10 per \$100 of assessment;
Fifth year:	\$0.07 per \$100 of assessment;
Sixth year:	\$0.04 per \$100 of assessment.

28. For each of the first six complete fiscal years following the coming into force of this Order in Council, a special tax shall be imposed on all the taxable immovables in the sector made up of the territory of each of the former municipalities of Cap-à-l'Aigle, Saint-Fidèle and Sainte-Agnès; that tax shall be imposed on the following rates (per \$100 of assessment):

	Cap-à-l'Aigle	Saint-Fidèle	Sainte-Agnès
First year:	\$0.05	\$0.15	\$0.15
Second year:	\$0.05	\$0.13	\$0.13
Third year:	\$0.04	\$0.10	\$0.10
Fourth year:	\$0.03	\$0.08	\$0.08
Fifth year:	\$0.02	\$0.05	\$0.05
Sixth year:	\$0.01	\$0.03	\$0.03

29. Notwithstanding section 119 of the Act respecting municipal territorial organization, the new town shall use the values entered on the real estate assessment rolls in force for the 2000 fiscal year, updated and adjusted after the coming into force of this Order in Council.

The adjustment shall be made as follows: the values entered on the assessment roll of Municipalité de Rivière-Malbaie, of Municipalité de Saint-Fidèle, of Village de Cap-à-l'Aigle and of Paroisse de Sainte-Agnès shall be divided by the median proportion of each of those roles and multiplied by the median proportion of the roll of Ville de La Malbaie–Pointe-au-Pic; the median proportions used shall be those that were established for the 1999 fiscal year in the cases of the former Ville de La Malbaie–Pointe-au-Pic, of the former Municipalité de Saint-Fidèle and of the former Village de Cap-à-l'Aigle and those established for the 2000 fiscal year in the cases of the former Municipalité de Rivière-Malbaie and of the former Paroisse de Sainte-Agnès.

The roll in force in the former Ville de La Malbaie–Pointe-au-Pic for the 2000 fiscal year and the amended roll of the former Municipalité de Rivière-Malbaie, of

the former Municipalité de Saint-Fidèle, of the former Village de Cap-à-l'Aigle and of the former Paroisse de Sainte-Agnès in accordance with the second paragraph of this section shall constitute the amalgamated roll of the new town for the first fiscal year of the new town. The median proportion and the comparative factor of that roll shall be those of the former Ville de La Malbaie–Pointe-au-Pic. The first fiscal year of the new town is deemed to be the second year of application of the roll.

30. Any debt or gain that may result from legal proceedings for an act performed by a former municipality shall continue to be charged or credited to all the taxable immovables in the sector made up of the territory of that former municipality.

31. The second sentence of the second paragraph and the third and fourth paragraphs of section 126, the second paragraph of section 127, sections 128 to 133, the second and third paragraphs of section 134 and sections 135 to 137 of the Act respecting land use planning and development (R.S.Q., c. A-19.1) do not apply to a by-law adopted by the new town to replace all the zoning and subdivision by-laws applicable on its territory by, respectively, a new zoning by-law and a new subdivision by-law applicable to all the territory of the new town, provided that such a by-law comes into force within four years following the coming into force of this Order in Council.

Such a by-law must be approved, in accordance with the Act respecting elections and referendums in municipalities, by the qualified voters of the whole territory of the new town.

32. A municipal housing bureau is incorporated under the name of "Office municipal d'habitation de la Ville de La Malbaie".

That municipal bureau shall succeed to the municipal housing bureau of the former Ville de La Malbaie–Pointe-au-Pic, which is dissolved. The third and fourth paragraphs of section 58 of the Act respecting the Société d'habitation du Québec (R.S.Q., c. S-8), amended by section 273 of Chapter 40 of the Statutes of 1999, apply to the municipal housing bureau of the new town as if it had been incorporated by letters patent under section 57 of that Act.

The members of the bureau shall be the members of the municipal housing bureau of the former Ville de La Malbaie–Pointe-au-Pic.

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

Notwithstanding the foregoing, the proceeds of the sale of lands that are part of the land reserve of the former Ville de La Malbaie–Pointe-au-Pic shall be used for the exclusive benefit of ratepayers in the sector made up of the territory of that former municipality, up to the expenditures incurred by that former municipality for the purchase and development of those lands (waterworks, sewerage and infrastructure work). The balance from the proceeds of the sale of lands, where applicable, shall be paid into the general fund of the new town.

34. The Régie intermunicipale de la Vallée shall cease to exist at the end of the last fiscal year for which the former municipalities adopted separate budgets, the new town succeeding to the duties, obligations and charges of that board. The representatives of each municipality on the board of directors of the board shall hold office until the dissolution of the board, whether or not they sit on the provisional council.

Any surplus or deficit accumulated by the Régie intermunicipale de la Vallée at the end of the last fiscal year for which former municipalities adopted separate budgets, shall be entered, as the case may be, with the surplus or deficit accumulated on behalf of Ville de La Malbaie–Pointe-au-Pic, Municipalité de Rivière-Malbaie and Village de Cap-à-l'Aigle in proportion to their population for the year 1999, that is:

La Malbaie–Pointe-au-Pic	64.3 % of the amount
Rivière-Malbaie	26.4 % of the amount
Cap-à-l'Aigle	9.3 % of the amount

By-law 2-77-94 of the Régie intermunicipale de la Vallée shall be charged to all the taxable immovables of the new town. A special tax shall then be imposed and levied on all the taxable immovables of the new town on the basis of their value entered on the assessment roll in force each year.

35. The intermunicipal agreement having allowed the creation of the Régie intermunicipale d'enfouissement sanitaire de Charlevoix-Est shall continue to apply and the council of the new town shall designate a delegate for each of the former municipalities; he shall have one vote, until a new agreement is entered into on that aspect. Until the first general election, that delegate may be a member of the council of a former municipality, whether or not he sits on the provisional council.

36. The subsidy granted under the Programme d'aide financière au regroupement municipal shall be used in a proportion of 25 % for the benefit of all the taxable immovables situated on the territory of the new town, and in a proportion of 75 % for the benefit of the sector made up of the territory of each of the former municipi-

palities, in proportion to their population for the year 1999; the latter proportion shall be added to the surplus accumulated on behalf of the former municipality and shall be dealt with in accordance with section 16.

37. For the purposes of favouring the involvement of citizens in the sectors made up of the territory of the former municipalities in the decisions regarding their immediate environment, for a minimum ten-year period, recreational organizations and other organizations of the area that were supported or subsidized by the former municipalities shall continue to be recognized and supported by the council of the new town.

38. For a minimum ten-year period, the new town shall maintain and improve, where applicable, the facilities of fire prevention situated in the sectors made up of the territory of the former municipalities of Saint-Fidèle and Sainte-Agnès.

39. 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 OF THE LIMITS OF THE TERRITORY OF VILLE DE LA MALBAIE, IN THE MUNICIPALITÉ RÉGIONALE DE COMTÉ DE CHARLEVOIX-EST

The current territory of the municipalities of Rivière-Malbaie and Saint-Fidèle, of Paroisse de Sainte-Agnès, of Village de Cap-à-l'Aigle and of Ville de La Malbaie–Pointe-au-Pic, in the Municipalité régionale de comté de Charlevoix-Est, comprising in reference to the cadastres of the parishes of La Malbaie, Saint-Fidèle, Sainte-Agnès and of Village de Pointe-au-Pic, the lots or parts of lots and their present and future subdivisions as well as the roads, routes, streets, railways, islands, islets, lakes, watercourses or parts thereof, the whole within the limits described hereafter, namely: starting from the apex of the northern angle of lot 661 of the cadastre of Paroisse de Saint-Fidèle; thence, successively, the following lines and demarcations: southeasterly, part of the dividing line between the cadastres of the parishes of Saint-Fidèle and Saint-Siméon to the northwestern line of lot 2 of the cadastre of Paroisse de Saint-Fidèle, that line crossing Lac Clément, Rivière Noire Sud-Ouest and Route 138 that it meets; in reference to the latter cadastre, southwesterly, the northwestern line of lots 2 and 4; southeasterly, the southwestern line of lot 4, that line extended across Chemin de Port-au-Persil that it meets; northeasterly, the southeastern line of lots 4 and 2; south-easterly, the northeastern line of lot 1; in a general

southwesterly direction, the northwest shore of the St. Lawrence River to its meeting point with the north-eastern line of lot 104 of the cadastre of Paroisse de La Malbaie; in reference to that cadastre, southeasterly, the extension of the said lot line to the low tide mark of the St. Lawrence River; successively, southwesterly and westerly, the low tide mark of the said river to the southerly extension of the eastern line of lot 478; southerly, the said extension to the low tide mark of the southwest bank of the estuary of Rivière Malbaie; south-easterly and southwesterly, successively, the low tide mark of Rivière Malbaie, then, following the limits of lot 573, part of the northeastern line, the eastern line and southeastern line of the said lot to the northeastern line of lot 3 of the cadastre of Village de Pointe-au-Pic; in reference to that cadastre, in a general southerly direction, the sinuous line bounding to the east lots 3, 5 to 7, 8A, 8B, 8C, 9 to 19, 21 to 25, 27 to 35, 38, 40, 36, 41, 43, 42, 44 and 45, to the west a part of lot 120 and to the east lots 121 to 128, 130 and 131; in reference to the cadastre of Paroisse de La Malbaie, the sinuous line bounding to the east lots 770, 769, 772, 775, 778, 780, 783, 785, 787, 790, 791, 796, 799, 801, 803, 806, 808, 810, 813, 815, 817, 819, 821, 823 and 825A and its southwesterly extension to the centre line of Le Gros Ruisseau stream; in a general northwesterly direction, the centre line of the said stream upstream to the southeasterly extension of the southwestern line of lot 838, that line bounding to the west lot 885 (railway) and crossing Route 362 and Chemin Rang Sainte-Madeleine that it meets; northwesterly, the said extension and the southwestern line of lots 838 and 839; in a general southwesterly direction, the broken dividing line between the cadastre of Paroisse de Sainte-Agnès and the cadastre of Paroisse de Saint-Irénée, that line crossing Rivière Jean-Noël Nord-Est and Route Rang Sainte-Christine that it meets; successively westerly and northerly, the broken dividing line between the cadastre of Paroisse de Sainte-Agnès and the cadastre of Paroisse de Saint-Hilarion, that line crossing in its first section Route 138 and Chemin Rang Saint-Jean-Baptiste that it meets; northerly, part of the dividing line between the cadastres of Paroisse de Sainte-Agnès and Canton de De Sales to the apex of the northwestern angle of lot 355 of the cadastre of Paroisse de Sainte-Agnès, that line crossing Chemin Rang Sainte-Philomène that it meets; in reference to that cadastre, easterly, the northern line of 2^e Rang-des-lacs; north-easterly, part of the southeastern line of lot 299 to the dividing line between lots 207 and 209; southeasterly, the said dividing line between lots, that line crossing Route 138 and Chemin Rang du Ruisseau-des-Frênes that it meets; northeasterly, the dividing line between lots 209 and 211 on the one side and lots 210 and 212 on the other side; southeasterly, the dividing line between lots 212 and 213; northeasterly, the southeastern line of 1^{er} Rang Ruisseau-des-Frênes following in part the north-

west side of the right-of-way of Chemin Rang Saint-Charles to the dividing line between the cadastres of the parishes of Sainte-Agnès and La Malbaie; southeasterly, the said dividing line between the cadastres to the northwestern line of lot 580 of the cadastre of Paroisse de La Malbaie; in reference to that cadastre, northeasterly, the northwestern line of lot 580; successively southeasterly, northeasterly and southeasterly, a broken dividing line between lot 580 and lots 614, 613, 612, 610, 609 and 607; northeasterly, the dividing line between lots 606 and 607, that line extended across Route 138 and crossing a railway (lot 888) that it meets; in a general northwesterly direction, the southwest bank of Rivière Malbaie to the southwesterly extension of the northwestern line of lot 400; northeasterly, successively, the said extension, the said lot line and the northwestern line of lot 271, that line extended across Chemin de la Vallée and Ruisseau Desbiens that it meets; in a general northwesterly direction, part of the broken dividing line between Rang Sainte-Julie and lot 454 of Rang Fraserville to the northwestern line of lot 247; northwesterly, a straight line in lot 454, being the extension of the northeastern line of lot 247, to its meeting point with the northwestern line of lot 454, that line crossing Rivière Jacob that it meets; finally, northeasterly, successively, the northwestern line of the cadastre of Paroisse de La Malbaie and the broken northwestern line of the cadastre of Paroisse de Saint-Fidèle, to the starting point, the latter line crossing rivers Jacob and Noire Sud-Ouest that it meets.

The said limits define the territory of Ville de La Malbaie.

Ministère des Ressources naturelles
Direction de l'information foncière sur le territoire public
Division de l'arpentage foncier

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

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