

Gazette officielle du Québec

Part 2 Laws and Regulations

Volume 131
22 December 1999
No. 52

Summary

Table of Contents
Acts 1999
Regulations and other acts
Draft Regulations
Index

Legal deposit — 1st Quarter 1968
Bibliothèque nationale du Québec
© Éditeur officiel du Québec, 1999

All rights reserved in all countries. No part of this publication may be translated, used or reproduced by any means, whether electronic or mechanical, including micro-reproduction, without the written authorization of the Québec Official Publisher.

Table of Contents

Page

Acts 1999

75	An Act respecting the opening hours of certain establishments on 1 January 2000	4583
	List of Bills sanctioned	4581

Regulations and other acts

1373-99	Income support (Amend.)	4587
1376-99	Commission de la construction du Québec — Levy	4588
1377-99	Furniture Industry — Levy (Amend.)	4589
1378-99	Hairdressers — Hull (Amend.)	4590
1379-99	Casket (Amend.)	4592
1380-99	Building materials (Amend.)	4593
1381-99	Building service employees — Québec (Amend.)	4597
1382-99	Building service employees — Montréal (Amend.)	4605
1383-99	Cartage — Québec (Amend.)	4613
1384-99	Cartage — Montréal (Amend.)	4615
1385-99	Automotive services — Lanaudière-Laurentides (Amend.)	4617
1386-99	Automotive services — Montréal (Amend.)	4626
1387-99	Garage employees — Québec (Amend.)	4634
1388-99	Garage employees — Saguenay-Lac-Saint-Jean (Amend.)	4643
1389-99	Garage employees — Mauricie (Amend.)	4652
1390-99	Garage employees — Arthabaska, Thetford-Mines, Granby and Sherbrooke (Amend.)	4661
1391-99	Garage employees — Rimouski (Amend.)	4671
1392-99	Garage employees — Drummond — Revocation	4679
1393-99	Québec sales tax (Amend.)	4679

Draft Regulations

	Naskapi Education Committee — Remuneration of the chairman and of the other members	4683
	Preservation of agricultural land and agricultural activities, An Act respecting... — Application of the Act	4683

PROVINCE OF QUÉBEC

1st SESSION

36th LEGISLATURE

QUÉBEC, 3 DECEMBER 1999

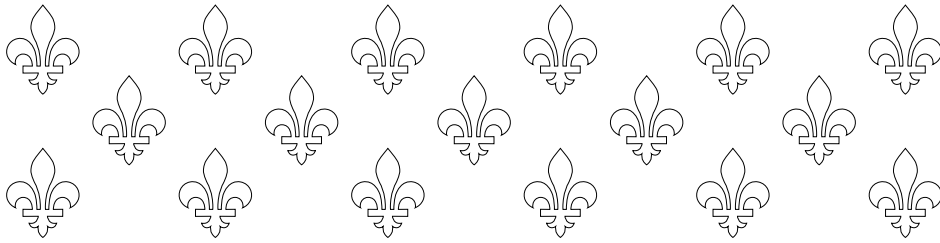
OFFICE OF THE LIEUTENANT-GOVERNOR

Québec, 3 December 1999

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

75 An Act respecting the opening hours of certain establishments on 1 January 2000

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



NATIONAL ASSEMBLY

FIRST SESSION

THIRTY-SIXTH LEGISLATURE

Bill 75
(1999, chapter 64)

**An Act respecting the opening hours
of certain establishments on
1 January 2000**

**Introduced 26 October 1999
Passage in principle 4 November 1999
Passage 25 November 1999
Assented to 3 December 1999**

**Québec Official Publisher
1999**

EXPLANATORY NOTE

This bill provides that on New Year's Eve 1999, the opening hours of establishments operating under a permit issued by the Régie des alcools, des courses et des jeux authorizing the sale or service of alcoholic beverages for consumption on the premises are extended to 8:00 a.m. on the morning of 1 January 2000. In addition, the municipalities of the Communauté urbaine de l'Outaouais are authorized to limit, by by-law, the extended period, with the authorization of the Minister of Public Security.

Bill 75

AN ACT RESPECTING THE OPENING HOURS OF CERTAIN ESTABLISHMENTS ON 1 JANUARY 2000

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS :

1. Notwithstanding any inconsistent legislative provision, the period beginning on 31 December 1999 during which alcoholic beverages may be sold or served under a permit issued by the Régie des alcools, des courses et des jeux authorizing the sale or service of alcoholic beverages for consumption on the premises, is extended until 8:00 a.m. the following day.

However, the extension period during which alcoholic beverages may be sold or served under a permit in the territory of a municipality mentioned in Schedule A to the Act respecting the Communauté urbaine de l'Outaouais (R.S.Q., chapter C-37.1) may, with the authorization of the Minister of Public Security, be limited by by-law by that municipality.

2. This Act comes into force on 3 December 1999.

Regulations and Other Acts

Gouvernement du Québec

O.C. 1373-99, 8 December 1999

An Act respecting income support, employment assistance and social solidarity (1998, c. 36)

Income support — Amendments

Regulation to amend the Regulation respecting income support

WHEREAS, in accordance with the Act respecting income support, employment assistance and social solidarity (1998, c. 36), the Government made the Regulation respecting income support by Order in Council 1011-99 dated 1 September 1999;

WHEREAS it is expedient to amend the Regulation;

WHEREAS, under section 12 of the Regulations Act (R.S.Q., c. R-18.1), a draft regulation may be made without having been published in accordance with section 8 of that Act, where the authority making it is of the opinion that the urgency of the situation requires it;

WHEREAS, under section 18 of that Act, a regulation may come into force between the date of its publication in the *Gazette officielle du Québec* and the date applicable under section 17 of that Act, where the authority that has made it is of the opinion that the urgency of the situation requires it;

WHEREAS, under sections 13 and 18 of that Act, the reason justifying the absence of prior publication and such coming into force must be published with the regulation;

WHEREAS the Government is of the opinion that the urgency due to the following circumstances justifies the absence of prior publication and such coming into force:

— the amendments in the attached Regulation relate to the annual increase in certain benefits according to the adjustment rate prescribed under the Act respecting the Québec Pension Plan (R.S.Q., c. R-9) and must come into force on 1 January 2000; since the data required to determine the rate were not available before 19 November 1999, the time prescribed for prior publi-

cation and the date of coming into force would not allow the coming into force of the amendments on 1 January 2000;

WHEREAS it is expedient to make the Regulation;

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

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

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Regulation to amend the Regulation respecting income support*

An Act respecting income support, employment assistance and social solidarity (1998, c. 36, s. 156, pars. 5, 8, 11 19, 29, and s. 160)

1. Section 9 of the Regulation respecting income support is amended

(1) by substituting the amounts “\$737”, “\$1 062”, “\$1 262”, “\$1 096”, “\$1 313” and “\$1 513” for “\$726”, “\$1 051”, “\$1 251”, “\$1 079”, “\$1 296” and “\$1 496” respectively, in the first paragraph;

(2) by substituting the amount “\$375” for “\$330” in the third paragraph; and

(3) by substituting the amount “\$151” for “\$149” in the fifth paragraph.

2. Section 25 is amended by substituting the amount “\$230” for “\$224”.

3. Sections 26, 27 and 28 are amended by substituting the amount “\$151” for “\$149”.

4. Section 32 is amended by substituting the amount “\$235” for “\$224” and the amount “\$325” for “\$308” wherever it appears.

5. Section 90 is amended

* The Regulation respecting income support was made by Order in Council 1011-99 dated 1 September 1999 (1999, G.O. 2, 2881) and has not been amended since that date.

(1) by substituting the amounts “\$737”, “\$1 062”, “\$1 262”, “\$1 096”, “\$1 313” and “\$1 513” for “\$726”, “\$1 051”, “\$1 251”, “\$1 079”, “\$1 296” and “\$1 496” respectively, in the first paragraph;

(2) by substituting the amount “\$375” for “\$330” in the third paragraph; and

(3) by substituting the amount “\$151” for “\$149” in the fifth paragraph.

6. Section 150 is amended by substituting the amounts “\$737”, “\$1 062”, “\$1 262”, “\$1 096”, “\$1 313” and “\$1 513” for “\$726”, “\$1 051”, “\$1 251”, “\$1 079”, “\$1 296” and “\$1 496” respectively, in subparagraph 1 of the first paragraph.

7. This Regulation comes into force on 1 January 2000.

3268

Gouvernement du Québec

O.C. 1376-99, 8 December 1999

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

Commission de la construction du Québec — Levy

Levy Regulation of the Commission de la construction du Québec

WHEREAS under paragraph *c* of the first paragraph of section 82 of the Act respecting labour relations, vocational training and manpower management in the construction industry (R.S.Q., c. R-20), the Commission de la construction du Québec may, by way of a regulation approved by the Government and published in the *Gazette officielle du Québec*, levy upon the employer alone or upon both the employer and the employee, or upon the employee alone or, as the case may be, upon the independent contractor, the amounts required for its administration and fix a minimum amount which an employer is bound to pay per monthly period;

WHEREAS after consulting with the Joint Committee on Construction in accordance with section 123.3 of the Act, the Commission made the Levy Regulation for the year 2000;

WHEREAS under section 12 of the Regulations Act (R.S.Q., c. R-18.1), a proposed regulation may be approved without having been published as provided for in section 8 of that Act if the authority approving it is of the opinion that the urgency of the situation requires it;

WHEREAS under section 18 of that Act, a regulation may come into force between the date of its publication in the *Gazette officielle du Québec* and the date applicable under section 17 of that Act where the authority that has approved it is of the opinion that the urgency of the situation requires it;

WHEREAS under sections 13 and 18 of that Act, the reason justifying the absence of a prior publication and such coming into force shall be published with the regulation;

WHEREAS the Government is of the opinion that the urgency due to the following circumstances justifies the absence of a prior publication and such coming into force:

— it is expedient to set the levy rate of the Commission de la construction du Québec for the year 2000 before 1 January 2000;

WHEREAS it is expedient to approve the Levy Regulation;

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

THAT the Levy Regulation of the Commission de la construction du Québec, attached to this Order in Council, be approved.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Levy Regulation of the Commission de la construction du Québec

An Act respecting labour relations, vocational training and manpower management in the construction industry (R.S.Q., c. R-20, s. 82)

1. The levy imposed by the Commission de la construction du Québec, for the year 2000, is:

(1) in the case of an employer, 0.75 % of the total remuneration paid to his employees;

(2) in the case of an independent contractor, 0.75 % of his remuneration as an independent contractor;

(3) in the case of an employee, 0.75 % of his remuneration.

Notwithstanding the first paragraph, the minimum amount that an employer or an independent contractor is bound to pay the Commission per monthly period is \$10.

2. An employer shall collect, on behalf of the Commission, the amount levied upon his employees by means of a weekly deduction on their wages.

3. An independent contractor shall deduct weekly, from the remuneration he received as an independent contractor, the amount levied upon him.

4. An employer and an independent contractor shall remit to the Commission any amount levied for a monthly period pursuant of this Regulation, not later than the fifteenth day of the following month.

5. This Regulation comes into force on 1 January 2000.

3273

Gouvernement du Québec

O.C. 1377-99, 8 December 1999

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

Furniture industry

— Levy

— Amendments

Regulation to amend the Levy Regulation of the Comité paritaire de l'industrie du meuble

WHEREAS the Comité paritaire du meuble shall levy from the professional employer and the employee the amounts necessary for the application of the Decree respecting the furniture industry in accordance with the Levy Regulation of the Comité paritaire de l'industrie du meuble made under Order in Council 2625-85 dated 11 December 1985;

WHEREAS the Comité paritaire de l'industrie du meuble has accumulated a surplus evaluated at \$0.7M;

WHEREAS the Comité paritaire de l'industrie du meuble, during its meeting of 5 March 1999, adopted a

resolution asking the Government to reduce the levy rate of the Regulation respecting the Levy of the Comité paritaire de l'industrie du meuble for a period of 36 months;

WHEREAS the reduced rates that have been requested appear to be sufficient to enable the comité paritaire to effectively meet its obligations to supervise and enforce the Decree respecting the furniture industry made under Order in Council No. 1809-83 dated 1 September 1983;

WHEREAS under subparagraph 5 of paragraph *i* of section 22 of the Act respecting collective agreement decrees (R.S.Q., c. D-2), the Government may, at any time, reduce the levy rate of a parity committee;

WHEREAS in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), the text of the regulation attached hereto was published in Part 2 of the *Gazette officielle du Québec* of 28 July 1999 and, on that same date, in two French-language newspapers and one English-language newspaper with a notice that it be approved by the Government upon the expiry of the 45 days following that publication;

WHEREAS it is expedient to approve this draft regulation with amendment;

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

THAT the Regulation to amend the Levy Regulation of the Comité paritaire de l'industrie du meuble, attached hereto, be approved.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Regulation to amend the Levy Regulation of the Comité paritaire de l'industrie du meuble*

An Act respecting collective agreement decrees (R.S.Q., c. D-2, s. 22, par. *i*, subpar. 5)

1. The Levy Regulation of the Comité paritaire de l'industrie du meuble is amended by substituting the following for sections 2 and 3:

* The Levy Regulation of the Comité paritaire de l'industrie du meuble, approved by the regulation made by Order in Council n° 2626-85 dated 11 December 1985 (1985, *G.O.* 2, 4379), was last amended by the regulation made by Order in Council n° 1262-87 dated 12 August 1987 (1987, *G.O.* 2, 3205).

“2. The professional employer shall, as of 22 December 1999, remit to the Comité paritaire de l’industrie du meuble an amount equal to 0,115 % of the gross wages paid to his employees governed by the Decree and an amount equal to 0,15 % as of 22 December 2002.”.

3. The employee shall, as of 22 December 1999, remit to the parity committee an amount equal to 0,115 % of his gross wages and an amount equal to 0,15 % of his gross wages as of 22 December 2002.”.

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

3269

Gouvernement du Québec

O.C. 1378-99, 8 December 1999

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

Hairdressers

— Hull

— Amendments

Decree to amend the Decree respecting hairdressers in the Hull Region

WHEREAS the Government made the Decree respecting hairdressers in the Hull region (R.R.Q., 1981, c. D-2, r. 15);

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

WHEREAS sections 2, 6.1 and 6.2 of the Act respecting collective agreement decrees (R.S.Q., c. D-2) authorize the Government to issue a decree extending a collective agreement and to amend such decree at the request of the contracting parties by making, if such is the case, the amendments that 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 to this Order in council was published in Part 2 of the *Gazette officielle du Québec* of 7 July 1999 and notice that it could be made by the Government within 45 days following that publication was given, on 9 July 1999, in an English-language newspaper and, on 14 July 1999, in a French-language newspaper;

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

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

THAT the Decree to amend the Decree respecting hairdressers in the Hull region, attached hereto, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Decree to amend the Decree respecting hairdressers in the Hull region

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

1. Section 0.01 of the Decree respecting hairdressers in the Hull region is amended by inserting, in paragraph 2, after “cutting”, “shaving”.

2. Section 0.02 of the Decree is amended by replacing the definition “continuous service” by the following:

““uninterrupted service”: the uninterrupted period during which the employee is bound to the employer by a contract of employment, even if the performance of work has been interrupted without cancellation of the contract, and the period during which fixed-term contracts succeed one another without an interruption that would, in the circumstances, give cause to conclude that the contract was not renewed.”.

3. Section 4.02 of the Decree is amended by deleting the second paragraph.

4. The Decree is amended by inserting, after 4.02, the following:

“4.02.1. The employee who, on 1 May, is credited with five years of uninterrupted service with the same employer, is entitled to an annual leave of a minimum duration of three consecutive weeks.

4.02.2. The annual leave may be divided into two periods where so requested by the employee. However, the employer may refuse the request if he closes his

* The Decree respecting hairdressers in the Hull region (R.R.Q. 1981, c. D-2, r.15) 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.

salon for a period equal to or greater than that of the employee's annual leave.

The employer may divide the annual leave of an employee into two periods, one being the closing period. One of those periods must, however, last for a minimum of two consecutive weeks."

5. Section 6.01 of the Decree is replaced by the following:

"**6.01.** This Decree remains into force until 31 December 2001. It is then automatically renewed from year to year thereafter, unless one of the contracting parties opposes it by sending a written notice to the Minister of State for Labour and Employment and Minister of Labour and to the other contracting party, during the month of August of 2001 or during the month of August of any subsequent year."

6. Section 8.04 of the Decree is amended by replacing paragraphs 3 to 10 by the following:

- (3) the identification of the employee's occupation;
- (4) the date of the payment and the work period corresponding to the payment;
- (5) the number of hours paid at the prevailing rate;
- (6) the number of hours of overtime paid or replaced by a leave with the applicable premium;
- (7) the nature and amount of the premiums, indemnities, allowances or commissions that are being paid;
- (8) the wage rate;
- (9) the amount of wages before deductions;
- (10) the nature and amount of the deductions effected;
- (11) the amount of the net wages paid to the employee."

7. Section 11.06 of the Decree is revoked.

8. Sections 12.02 and 12.03 of the Decree are replaced by the following:

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

12.03. An employee may be absent from work for one day, without pay, 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 spouse.

12.04. 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.

12.05. An employee may be absent from work, without reduction of wages, for two days at the birth of his child or the adoption of a child

An employee may also be absent from work for three other days on such occasion, but without pay

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 spouse may be absent from work for only two days, without pay.

12.06. In the circumstances referred to in sections 12.02 to 12.05, the employee must advise his employer of his absence as soon as possible."

9. Schedule I of the Decree is replaced by the following:

"SCHEDULE I
(s. 1.01)

REGION 07 — OUTAOUAIS

Communauté urbaine de l'Outaouais

Ville d'Aylmer, ville de Buckingham, ville de Gatineau, ville de Hull, ville de Masson-Angers.

Municipalité régionale de comté de La Vallée-de-la-Gatineau

Canton d'Aumond, Blue Sea, Bois-Franc, Bouchette, Cayamant, Délage, canton de Denholm, Égan-Sud, village de Gracefield, canton de Grand-Remous, Kazabazua, Lac-Sainte-Marie, canton de Low, canton de Lytton, ville de Maniwaki, Messines, Montcerf, Northfield, Sainte-Thérèse-de-la-Gatineau, canton de Wright.

Municipalité régionale de comté de Les Collines-de-l'Outaouais

Cantley, Chelsea, L'Ange-Gardien, La Pêche, Notre-Dame-de-la-Salette, Pontiac, Val-des-Monts.

Municipalité régionale de comté de Papineau

Boileau, Bowman, Chénéville, Duhamel, Fassett, Lac-des-Plages, Lac-Simon, canton de Lochaber, canton de Lochaber-Partie-Ouest, Mayo, village de Montebello, Montpellier, cantons unis de Mulgrave-et-Derry, Namur, paroisse de Notre-Dame-de-Bon-Secours-Partie-Nord, paroisse de Notre-Dame-de-la-Paix, village de Papineauville, Plaisance, village de Ripon, canton de Ripon, Saint-André-Avellin, Saint-Émile-de-Suffolk, Saint-Sixte, paroisse de Sainte-Angélique, ville de Thurso, Val-des-Bois.

Municipalité régionale de comté de Pontiac

Cantons unis d'Alleyn-et-Cawood, canton de Bristol, village de Bryson, village de Campbell's Bay, canton de Chichester, canton de Clarendon, village de Fort-Coulonge, canton de Grand-Calumet, cantons unis de Leslie-Clapham-et-Huddersfield, L'Isle-aux-Allumettes, canton de Litchfield, cantons unis de Mansfield-et-Pontefract, village de Portage-du-Fort, Rapides-des-Joachims, village de Shawville, cantons unis de Sheen-Esher-Aberdeen-et-Malakoff, canton de Thorne, Waltham.”.

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

3272

Gouvernement du Québec

O.C. 1379-99, 8 December 1999

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

Casket — Amendment

Decree to amend the Decree respecting the casket industry

WHEREAS the Government made the Decree respecting the casket industry (R.R.Q., 1981, c. D-2, r.8);

WHEREAS the contracting parties within the meaning of the Decree have applied to the Minister of State for

Labour and Employment and Minister of Labour for an extension of the Decree to 23 December 2000;

WHEREAS sections 2, 6.1 and 6.2 of the Act respecting collective agreement decrees (R.S.Q., c. D-2) authorize the Government to issue a decree ordering the extension of a collective agreement and to amend such a decree upon the request of the contracting parties by making any amendments that it deems expedient;

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 Decree to amend the Decree attached to this Order in Council was published in Part 2 of the *Gazette officielle du Québec* of 14 July 1999 and, on that same date, in two French-language newspapers and in one English-language newspaper, 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 draft Decree without amendment;

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

THAT the Decree to amend the Decree respecting the casket industry, attached hereto, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Decree to amend the Decree respecting the casket industry*

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

1. The Decree respecting the casket industry is amended by substituting the following for section 10.01:

“**10.01.** The Decree remains in force until 23 December 2000.”.

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

3270

* The Decree respecting the casket industry (R.R.Q., 1981, c. D-2, r.8) was last amended by Order in Council 801-98 dated 10 June 1998 (1998, *G.O.* 2, 2295). For previous amendments, refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 September 1999.

Gouvernement du Québec

O.C. 1380-99, 8 December 1999

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

Building materials — Amendments

Decree to amend the Decree respecting the building materials industry

WHEREAS the Government made the Decree respecting the building materials industry (R.R.Q., 1981, c. D-2, r.34);

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

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

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 amendment decree, attached hereto, was published in Part 2 of the *Gazette officielle du Québec* of 11 August 1999 and, on the same date, in two French-language newspapers and one English-language newspaper, 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 this draft Decree with amendments;

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

THAT the Decree to amend the Decree respecting the building materials industry, attached hereto, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Decree to amend the Decree respecting the building materials industry*

An Act respecting collective agreement decrees (R.S.Q., c. D-2, s. 2, 6.1, 6.2 and 10)

1. The Decree respecting the building materials industry is amended by striking the part that precedes section 0.00.

2. Section 0.01 is amended:

1° by substituting the following for paragraph 1:

“1° spouses: means either of two persons who:

(a) are married and cohabiting;

(b) are living together in a de facto union and are the father and mother of the same child;

(c) are of opposite sex or the same sex and have been living together in a de facto union for one year or more;”;

2° by substituting, in paragraph 2, the date “15 April” for “1 May”.

3. This Decree is amended by adding the following after section 0.01:

“0.02. Names of the contracting parties:

Group representing the employer party:

Tubécon (Association québécoise des fabricants de tuyaux de béton) Inc.;

L’Association des manufacturiers de maçonnerie de béton inc.;

L’Association de la construction du Québec;

Group representing the union party:

Les Métallurgistes unis d’Amérique;

La Centrale des syndicats démocratiques (CSD);

La Fédération de la Métallurgie (CSN);

The last amendment to the Decree respecting the building materials industry (R.R.Q., 1981, c. D-2, r.34), was made by the regulation made under Order in Council No. 757-98 dated 3 June 1998 (1998, G.O. 2, 2216). For previous amendments, refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 September 1999.

L'Union des carreleurs et métiers connexes, local 1 (FTQ-CTC).”.

4. The following is substituted for section 2.01:

“**2.01.** The employee shall receive at least the following wage:

Trades	As of 99 12 22	As of 2000 07 01
Truck driver	12,10 \$ per hour	12,45 \$ per hour;
All other trades or jobs	11,98 \$	12,33 \$;
Student		
1st year	8,98 \$	9,25 \$;
2nd year	9,56 \$	9,85 \$;
Watchman	481,00 \$ per week	497,00 \$ per week.”.

5. Section 2.02 is amended by substituting “0,50 \$” for “0,40 \$”.

6. The following is substituted for section 3.01:

“**3.01. Standard working hours:**

1. For the purposes of calculating overtime hours, the standard workweek is 41 hours and, as of 1 October 2000, 40 hours. The standard workweek is scheduled from Monday to Saturday. The standard workday shall not exceed nine hours, except where an agreement has been concluded allowing an employer to schedule the working hours of his employees over a maximum of four consecutive days of ten hours per day.

The standard workweek of the watchman is 60 hours scheduled over a maximum of six days.

2. An employer may schedule the working hours of his employees on a basis other than a weekly basis, if he meets the following conditions:

(a) the purpose of the schedule is not to avoid the payment of overtime hours;

(b) he has obtained the consent of the employee concerned;

(c) the schedule has the effect of granting the employee another type of benefit to compensate for the loss of payment of overtime hours;

(d) the average of the working hours is equivalent to that of the standard workweek;

(e) working hours are scheduled for a maximum period of four weeks;

(f) the duration of the schedule must not exceed one year;

(g) he forwarded, at least 15 days before the implementation of the schedule, a written notice to that effect to the joint committee.

A scheduled period may be modified by the employer under the same conditions or renewed by him on its expiry.”.

7. Section 3.02 is amended by substituting the following for subparagraph *b* of paragraph (1):

“(b) in excess of the standard workweek provided for in section 3.01.”.

8. Section 4.01 is amended by substituting the following for the part that precedes paragraph *a*:

“**4.01.** The employer must remit to the employee, together with his wages, a pay sheet containing sufficient information to enable the employee to verify the computation of his wages. That pay sheet must include, in particular, the following information:”.

9. This Decree is amended by adding the following after section 4.01:

“**4.02. Payment in cash:** Wages must be paid in cash in a sealed envelope or by cheque. The payment may be made by bank transfer. An employee is deemed not to have received payment of the wages due to him if the cheque delivered to him is not cashable within the two working days following its issue.

4.03. Direct payment: The wages of an employee must be paid directly to him, at his place of employment each Thursday during standard working hours, except where the payment is made by bank transfer or is sent by mail.

The wages of an employee may also, at his written request, be remitted to a third person.

4.04. Payment on a statutory holiday: If the usual day of payment falls on a statutory holiday, the wages are paid to the employee on the working day preceding that day.

4.05. Acceptance of a pay sheet: Acceptance of a pay sheet by an employee does not entail his renuncia-

tion of the payment of all or part of the wages that are due to him.

4.06. Deduction from wages: An employer may make deductions from wages only if he is required to do so pursuant to an act, a regulation, a court order, a collective agreement, the decree, or a supplemental pension plan requiring mandatory membership, or if he so authorized in writing by the employee.

The employee may at any time revoke that authorization, except where it pertains to membership in a group insurance plan or a supplemental pension plan. The employer shall remit the sums so withheld to their intended receiver.

4.07. Advantage having a pecuniary value: An advantage having a pecuniary value must not be included in the calculation of the minimum wage.

4.08. Presumption: An employee who is at his place of employment and is required to wait for work to be assigned to him is deemed to be working.

4.09. Indemnity: An employee who reports for work at his place of employment at the express demand of his employer or in the regular course of his employment and who works fewer than three consecutive hours, except in the case of a fortuitous event, is entitled to an indemnity equal to three hours at his regular hourly wage, except where the application of section 3.02 entitles him to a greater amount.

4.10. Coffee break: An employee is deemed to be at work during the coffee break.”.

10. This Decree is amended by inserting the following after section 6.02:

“**6.02.1. Division of annual leave:** The annual leave may be divided into two periods, where so requested by the employee. However, the employer may refuse the request if he closes his establishment for a period equal to or greater than the annual leave of the employee.

The annual leave may also be divided into more than two periods where so requested by the employee, provided the employer consents thereto.

Exception: A leave that is one week or less shall not be divided.

6.02.2. Date of leave known: An employee is entitled to know the date of his annual leave at least four weeks in advance.”.

11. Section 6.04 is amended by adding the following at the end:

“The employee is also entitled, if he so requests, to an additional annual leave without pay for a period equal to the number of days required to extend his annual leave to three continuous weeks.”.

12. Section 7.02 is amended:

1. by inserting in the first paragraph, after the word “funeral,” the words “of his spouse,”;

2. by adding the following after the second paragraph:

“In the cases mentioned in the first and second paragraphs, the employee must advise his employer of his absence as soon as possible.”.

13. The following are substituted for sections 10.01 and 10.02:

“**10.01.** Employers shall pay to the fringe benefits plan administered by the Building Materials Joint Committee an amount of 0,35 \$ for each hour performed by an employee governed by the Decree as of the coming into force of this Decree, up to 41 hours weekly and up to 40 hours as of 1 October 2000.

10.02. Employers shall deduct from the wages of employees governed by the Decree, an amount equal to 0,35 \$ for each hour performed as of the coming into force of this Decree up to 41 hours weekly and up to 40 hours as of 1 October 2000.”.

14. The following is substituted for section 11.01:

“**11.01.** Part I remains in force until 31 December 2000.”.

15. The following is substituted for the first paragraph of section 16.01:

“**16.01.** Employees receive at least the following hourly rates for each job classification indicated below and for the wage scale applicable thereto:

Job classification	As of 22 December 1999
1. cutter, all categories (sawyer)	19,42 \$;
wage scale:	
0 to 12 months	11,67 \$;
12 to 24 months	13,59 \$;
24 to 36 months	16,52 \$;
36 to 48 months	17,97 \$;
2. polisher, all categories	19,42 \$;
wage scale:	
0 to 12 months	11,67 \$;
12 to 24 months	13,59 \$;
24 to 36 months	16,52 \$;
36 to 48 months	17,97 \$;
3. terrazzo caster (granito)	19,42 \$;
wage scale:	
0 to 12 months	11,67 \$;
12 to 24 months	13,59 \$;
24 to 36 months	16,52 \$;
36 to 48 months	17,97 \$;
4. shop labourer	12,54 \$.”.

16. Section 16.02 is revoked.

17. This Decree is amended by adding the following after section 16.03:

“**16.04. Payment in cash:** Wages must be paid in cash in a sealed envelope or by cheque. The payment may be made by bank transfer. An employee is deemed not to have received payment of the wages due to him if the cheque delivered to him is not cashable within the two working days following its issue.

16.05. Payment at regular intervals: Wages must be paid at regular intervals of not over 16 days.

Notwithstanding the first paragraph, the employer may pay an employee within one month following the commencement of his employment.

16.06. Direct payment: The wages of an employee must be paid directly to him, at his place of employment during a working day, except where the payment is made by bank transfer or is sent by mail.

The wages of an employee may also, at his written request, be remitted to a third person.

16.07. Payment on a statutory holiday: If the usual day of payment falls on a statutory holiday, the wages are paid to the employee on the working day preceding that day.

16.08. Pay sheet: The employer must remit to the employee together with his wages, a pay sheet containing sufficient information to enable the employee to verify the computation of his wages. The pay sheet must include, in particular, the following information, where applicable:

- (1) the name of the employer;
- (2) the surname and given name of the employee;
- (3) the identification of the employee's occupation;
- (4) the date of the payment and the work period corresponding to the payment;
- (5) the number of hours paid at the regular rate;
- (6) the number of overtime hours paid or replaced by a leave with the applicable premium;
- (7) the nature and amount of the bonuses, indemnities, allowances or commissions paid;
- (8) the wage rate;
- (9) the amount of wages before deductions;
- (10) the nature and the amount of the deductions effected;
- (11) the amount of net wages paid to the employee.

16.09. Signature: No signing formality other than that establishing that the sum remitted to the employee corresponds to the amount of net wages indicated on the pay sheet may be required upon payment of the wages.

16.10. Acceptance of a pay sheet: Acceptance of a pay sheet by an employee does not entail his renunciation of the payment of all or part of the wages that are due to him.

16.11. Deduction from wages: An employer may make deductions from wages only if he is required to do so pursuant to an act, a regulation, a court order, a collective agreement, the decree, or a supplementary pension plan requiring mandatory membership or if he is so authorized in writing by the employee.

The employee may at any time revoke that authorization, except where it pertains to membership in a group insurance plan or a supplemental pension plan. The employer shall remit the sums so withheld to their intended receiver.”.

18. The following is substituted for section 17.01:

“17.01. Standard working hours:

1. The standard workweek is 40 hours scheduled from Monday to Friday. The standard workday is eight hours, except where an agreement has been concluded allowing an employer to schedule the working hours of his employees over a maximum of four consecutive days of ten hours per day.

2. An employer may schedule the working hours of his employees on a basis other than a weekly basis, if he meets the following conditions:

(a) the purpose of the schedule is not to avoid the payment of overtime hours;

(b) he has obtained the consent of the employee concerned;

(c) the schedule has the effect of granting the employee another type of benefit to compensate for the loss of payment of overtime hours;

(d) the average of the working hours is equivalent to that of the standard workweek;

(e) working hours are scheduled over a maximum period of four weeks;

(f) he duration of the schedule must not exceed one year;

(g) he forwarded, at least 15 days before the implementation of the schedule, a written notice to that effect to the joint committee.

A scheduled period may be modified by the employer under the same conditions or renewed by him on its expiry.”.

19. The following is substituted for section 17.06:

“17.06. Rest period: The employee is entitled to a 15-minute rest period with pay for each day of work.”.

20. The following is substituted for section 19.01:

“19.01. Night shift: The standard workday of the employee working the night shift is eight hours scheduled between 7:30 p.m. and 7:30 a.m. An hourly premium of 0,50 \$ is paid to the employee working the night shift.”.

21. This Decree is amended by adding the following after section 20.04:

“20.04.1. Indemnity: When a holiday coincides with a workday for the employee, the employer shall pay him an indemnity equal to the average of his daily wages for the days worked during the complete pay period preceding such holiday, excluding overtime.”.

22. The following is substituted for section 29.01:

“29.01. Part II remains in force until 30 April 2001.”.

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

3266

Gouvernement du Québec

O.C. 1381-99, 8 December 1999

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

Building service employees

— Québec

— Amendments

Decree to amend the Decree respecting building service employees in the Québec region

WHEREAS the Government has made the Decree respecting building service employees in the Québec region (R.R.Q., 1981, c. D-2, r.40);

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

WHEREAS sections 2, 6.1 and 6.2 of the Act respecting collective agreement decrees (R.S.Q., c. D-2) authorize the Government to extend a collective agreement and to amend a decree at the request of the contracting parties by bringing, if such is the case, the amendments that 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, the text of the Decree to amend the Decree attached to this Order in Council was published in Part 2 of the *Gazette officielle du Québec* of 18 August 1999 and, on that same date, in one French-language newspaper and in one English-language newspaper, with a notice that it could be made by the Government in the 45 days following this publication;

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

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

THAT the Decree to amend the Decree respecting the building service employees in the Québec region, attached hereto, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Decree to amend the Decree respecting building service employees in the Québec region*

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

1. Section 1.01 of the Decree respecting building service employees in the Québec region is amended:

1° by substituting the following for paragraph *b*:

“(b) “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;”.

2° by substituting the following for paragraph *c*:

* The last amendment to the Decree respecting building service employees in the Québec region (R.R.Q., 1981, c. D-2, r.40) was made by the regulation made under Order in Council No. 757-98 dated 3 June 1998 (1998, *G.O.* 2, 2216). For previous amendments, refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 September 1999.

“(c) “public building”: a school, a vocational training centre and an adult education centre established by a school board, a college established under the General and Vocational Colleges Act (R.S.Q., c. C-29), an educational institution at the university level within the meaning of the Act respecting educational institutions at the university level (R.S.Q., c. E-14.1), a private educational establishment governed by the Act respecting private education (R.S.Q., c. E-9.1), an establishment within the meaning of the Act respecting health services and social services (R.S.Q., c. S-4.2), an establishment housing a non-profit social and community organization, a day care centre, kindergarten, stop-over centre or a childcare centre within the meaning of the Act respecting childcare centres and other childcare services (R.S.Q., c. C-8.2), a clinic, convalescent home, shelter or other establishments for the needy, a public library, cultural centre, museum, an exhibition hall, a heritage interpretation centre, a cinema, theatre, church, chapel, convent, club, bar, restaurant, cafeteria, a tavern, brasserie, hotel, motel, inn, conference hall, municipal hall, an exhibition, a fair, stands on race-courses or used for public or sporting amusements or other events, an arena, plant, industry, an office building, an office, a bank, a credit union, a store, a shopping centre, tunnel, station, airport, ship berth, railway terminal or car terminal, a house with several apartments or dwelling units, the common spaces in a condominium building, a public bath, a mall, a cabaret, a place where sporting events are held, a fun fair, a public meeting hall and any other place similar to one of the buildings mentioned in this paragraph or used as such;”.

2. The following is substituted for section 2.01 to 2.03:

“**2.01. Territorial scope:** The Decree applies within the boundaries of the municipalities mentioned in Appendix 1.”.

3. The following is substituted for section 2.02:

2.02. Industrial scope: The Decree applies to all maintenance work performed for others.

For the purposes of the first paragraph, maintenance work performed for others also includes maintenance work performed:

1. by the employee of the employer or administrator of a public building for the tenants of that building in the rented premises and in the common areas for tenants;

2. under the direction of a person who is not in the employ of the tenant of a space, or of the owner or administrator of the public building.”.

4. The following is substituted for section 2.03:

“**2.03. Exclusions:** The Decree does not apply to:

1. maintenance work performed in the rooms of a hotel or motel;

2. a self-employed worker doing business alone who contracts directly with the owner, tenant or administrator of a public building and who carries out by himself or with his spouse, or the children of either one who live with them, maintenance work in public buildings for his own benefit;

3. maintenance work performed by an employee of the Québec or Canadian government or the employee of a municipality in the rented premises and common areas for the tenants of a public building of which one of those bodies is the owner;

4. maintenance work performed by an employee of one of the following organizations, owner of a public building, for the tenants of that building in the rented premises et common areas for the tenants of that building: a school board, a college instituted under the General and Vocational Colleges Act, an education institution at the university level within the meaning of the Act respecting educational institutions at the university level, an establishment within the meaning of section 94 of the Act respecting health services and social services, an association of employees within the meaning of the Labour Code (R.S.Q., c. C-27) and a non-profit social and community organization;

5. maintenance work performed by an employee of one of the cooperatives and of one of the non-profit organizations mentioned hereafter, owner of a public building, for the tenants of that building in the rented premises and the common areas for the tenants of that public building: a day-care centre, a stop-over centre, a kindergarten and a childcare centre within the meaning of the Act respecting childcare centres and other childcare services.”.

5. The following is substituted for sections 3.04 and 3.05:

“**3.04.** An employee is considered to be at work:

1. during his coffee break;

2. when he is obliged to stay on the work premises while waiting for the enterprise to be unlocked;

3. during the time spent travelling between the different public buildings where he must perform consecutive maintenance work at the request of his employer;

4. when an employee is available to the employer on the work premises and is obliged to wait to be given work.

3.05. The employee considered to be at work under section 3.04 is entitled to the wage corresponding to the one he is paid for performing maintenance work.”.

6. The following is substituted for section 5.01:

“**5.01.** The employee receives at least the following hourly rate depending on his class of employment:

Class	Until 1999 12 31	As of 2000 01 01	As of 2001 01 01	As of 2002 01 01	As of 2003 01 01
A	11,85 \$	12,00 \$	12,10 \$	12,20 \$	12,30 \$
B	11,45 \$	11,60 \$	12,70 \$	11,80 \$	11,90 \$
C	12,35 \$	12,50 \$	12,60 \$	12,70 \$	12,80 \$.”.

7. The following is substituted for section 8.03:

“**8.03.** The employer pays the employee the number of days of sick leave exceeding the number of days determined as follows:

1. on 31 October 1999, the number is the one exceeding 10 days of accumulated sick leave;

2. on 31 October 2000, that number is reduced to 9 days and on 31 October 2002, to 8 days;

3. the additional days are paid at the regular hourly rate not later than 10 December of the current year.”.

8. The following is substituted for section 9.01:

“**9.01.** 1. The employer grants the employee a maximum period of one hour without pay for meals. The employee is paid for his meal period when he is unable to leave the work premises and when the period cannot be postponed.

2. The employee who works at least four hours in the same day is entitled to a paid 15-minute rest period; where the employee works at least 7 hours in one day, he is entitled to two 15-minute rest periods with pay.

3. As of 1 January 2001, the employer grants the employee a paid 15 minute rest period after a period of work of 3 consecutive hours and 45 minutes and a second paid rest period after a period of work of 6 consecutive hours and 45 minutes.

4. For the purposes of this section, the worker is considered to have worked the number of hours equal to the number of hours for which he is paid.”.

9. The following is substituted for section 13.01:

“**13.01.** The Decree remains in force until 1 October 2003. It is then automatically renewed from year to year thereafter, unless the employer party or the group representing the union party opposes it by a written notice sent to the Minister of State for Labour and Employment and Minister of Labour and to any other contracting party during the month of July of the year 2003 or during the month of July of any subsequent year.”.

The following appendix is added after section 13.01:

“**APPENDIX 1**
(s. 2.01)

RÉGION 01 — BAS-SAINT-LAURENT

Municipalité régionale de comté de Kamouraska

Kamouraska, ville de La Pocatière, Mont-Carmel, Rivière-Ouelle, Saint-Alexandre-de-Kamouraska, Saint-André, Saint-Bruno-de-Kamouraska, paroisse de Saint-Denis, paroisse de Sainte-Anne-de-la-Pocatière, paroisse de Sainte-Hélène, Saint-Gabriel-Lalemant, paroisse de Saint-Germain, paroisse de Saint-Joseph-de-Kamouraska, paroisse de Saint-Onésime-d'Ixworth, Saint-Pacôme, Saint-Pascal, ville de Saint-Pascal, paroisse de Saint-Philippe-de-Néri.

Municipalité régionale de comté de La Matapédia

Albertville, ville d'Amqui, ville de Causapsal, Lac-au-Saumon, paroisse de Saint-Alexandre-des-Lacs, paroisse de Saint-Cléophas, paroisse de Saint-Damase, Sainte-Florence, paroisse de Sainte-Irène, paroisse de Saint-Léon-le-Grand, Sainte-Marguerite, paroisse de Saint-Moïse, village de Saint-Noël, paroisse de Saint-Tharcisius, Saint-Vianney, paroisse de Saint-Zénon-du-Lac-Humqui, Sayabec, Val-Brillant.

Municipalité régionale de comté de La Mitis

Grand-Métis, paroisse de La Rédemption, Les Boules, Les Hauteurs, village de Luceville, village de Métis-sur-Mer, ville de Mont-Joli, Padoue, village de Price, Sainte-Angèle-de-Méridi, paroisse de Saint-Charles-Garnier, paroisse de Saint-Donat, paroisse de Sainte-Flavie, Saint-Gabriel-de-Rimouski, Saint-Jean-Baptiste, paroisse de Sainte-Jeanne-d'Arc, paroisse de Saint-Joseph-de-Lepage, paroisse de Sainte-Luce, paroisse de Saint-Octave-de-Métis.

Municipalité régionale de comté des Basques

Notre-Dame-des-Neiges, paroisse de Saint-Clément, paroisse de Saint-Éloi, paroisse de Sainte-Françoise, Saint-Guy, Saint-Jean-de-Dieu, paroisse de Saint-Mathieu-de-Rioux, Saint-Médard, Sainte-Rita, paroisse de Saint-Simon, ville de Trois-Pistoles.

Municipalité régionale de comté de Matane

Baie-des-Sables, Grosses-Roches, Les Méchins, ville de Matane, Petit-Matane, paroisse de Saint-Adelme, Sainte-Félicité, paroisse de Saint-Jean-de-Cherbourg, paroisse de Saint-Jérôme-de-Matane, paroisse de Saint-Léandre, Saint-Luc-de-Matane, Sainte-Paule, Saint-René-de-Matane, village de Saint-Ulric, paroisse de Saint-Ulric-de-Matane.

Municipalité régionale de comté de Rimouski-Neigette

Esprit-Saint, paroisse de La Trinité-des-Monts, Le Bic, Mont-Lebel, ville de Pointe-au-Père, ville de Rimouski, village de Rimouski-Est, paroisse de Saint-Anaclet-de-Lessard, paroisse de Sainte-Blandine, paroisse de Saint-Eugène-de-Ladrière, paroisse de Saint-Fabien, paroisse de Saint-Marcellin, paroisse de Saint-Narcisse-de-Rimouski, paroisse de Sainte-Odile-sur-Rimouski, paroisse de Saint-Valérien.

Municipalité régionale de comté de Rivière-du-Loup

Village de L'Isle-Verte, paroisse de Notre-Dame-des-Sept-Douleurs, paroisse de Notre-Dame-du-Portage, ville de Rivière-du-Loup, paroisse de Saint-Antonin, paroisse de Saint-Arsène, Saint-Cyprien, Saint-Épiphanie, Saint-François-Xavier-de-Viger, paroisse et village de Saint-Georges-de-Cacouna, Saint-Hubert-de-Rivière-du-Loup, Saint-Jean-Baptiste-de-l'Isle-Verte, paroisse de Saint-Modeste, paroisse de Saint-Paul-de-la-Croix.

Municipalité régionale de comté de Témiscouata

Auclair, Biencourt, ville de Cabano, ville de Dégelis, Lac-des-Aigles, Lejeune, ville de Notre-Dame-du-Lac, paroisse de Packington, ville de Pohénégamook, Rivière-Bleue, Saint-Athanase, Saint-Elzéar, paroisse de Saint-Eusèbe, Saint-Honoré-de-Témiscouata, Saint-Jean-de-la-Lande, Saint-Juste-du-Lac, paroisse de Saint-Louis-du-Ha! Ha!, paroisse de Saint-Marc-du-Lac-Long, paroisse de Saint-Michel-du-Squatec, Saint-Pierre-de-Lamy.

RÉGION 02 — SAGUENAY-LAC-SAINT-JEAN

Municipalité régionale de comté de Lac-Saint-Jean-Est

Ville d'Alma, Delisle, ville de Desbiens, Hébertville, village de Hébertville-Station, Labrecque, Lamarche, paroisse de L'Ascension-de-Notre-Seigneur, ville de Métabetchouan — Lac-à-la-Croix, Saint-Bruno, Saint-Gédéon, Saint-Henri-de-Taillon, Saint-Ludger-de-Milot, Sainte-Monique, Saint-Nazaire.

Municipalité régionale de comté du Domaine-du-Roy

Chambord, Lac-Bouchette, paroisse de La Doré, ville de Roberval, village de Saint-André-du-Lac-Saint-Jean, ville de Saint-Félicien, Saint-François-de-Sales, Sainte-Hedwige, Saint-Prime.

Municipalité régionale de comté du Fjord-du-Saguenay

Bégin, ville de Chicoutimi, Ferland-et-Boilleau, ville de Jonquière, ville de La Baie, Lac-Kénogami, L'Anse-Saint-Jean, paroisse de Larouche, ville de Laterrière, Petit-Saguenay, Rivière-Éternité, Saint-Ambroise, Saint-Charles-de-Bourget, Saint-David-de-Falardeau, Saint-Félix-d'Otis, Saint-Fulgence, Saint-Honoré, paroisse de Sainte-Rose-du-Nord, Shipshaw, canton de Tremblay.

Municipalité régionale de comté de Maria-Chapdelaine

Albanel, ville de Dolbeau-Mistassini, Girardville, ville de Normandin, Notre-Dame-de-Lorette, Péribonka, paroisse de Saint-Augustin, Saint-Edmond, Saint-Eugène-d'Argentenay, village de Sainte-Jeanne-d'Arc, Saint-Stanislas, Saint-Thomas-Didyme.

RÉGION 03 — QUÉBEC

Communauté urbaine de Québec

Ville de Beauport, ville de Cap-Rouge, ville de Charlesbourg, ville de Lac-Saint-Charles, ville de L'Ancienne-Lorette, ville de Loretteville, ville de Québec, Saint-Augustin-de-Desmaures, ville de Saint-Émile, ville de Sainte-Foy, ville de Sillery, ville de Val-Bélair, ville de Vanier.

Municipalité régionale de comté de Charlevoix

Ville de Baie-Saint-Paul, La Baleine, Les Éboulements, L'Île-aux-Coudres, Petite-Rivière-Saint-François, paroisse de Saint-Hilarion, village de Saint-Joseph-de-la-Rive, paroisse de Saint-Urbain.

Municipalité régionale de comté de Charlevoix-Est

Baie-Sainte-Catherine, village de Cap-à-l'Aigle, ville de Clermont, ville de La Malbaie - Pointe-au-Pic, Notre-Dame-des-Monts, Rivière-Malbaie, paroisse de Sainte-Agnès, Saint-Aimé-des-Lacs, Saint-Fidèle, paroisse de Saint-Irénée, paroisse et village de Saint-Siméon.

Municipalité régionale de comté de La Côte-de-Beaupré

Ville de Beaupré, Boischatel, ville de Château-Richer, paroisse de L'Ange-Gardien, ville de Sainte-Anne-de-Beaupré, Saint-Ferréol-les-Neiges, paroisse de Saint-Joachim, paroisse de Saint-Louis-de-Gonzague-du-Cap-Tourmente, Saint-Tite-des-Caps.

Municipalité régionale de comté de La Jacques-Cartier

Ville de Fossambault-sur-le-Lac, Lac-Beauport, ville de Lac-Delage, ville de Lac-Saint-Joseph, Sainte-Brigitte-de-Laval, Sainte-Catherine-de-la-Jacques-Cartier, Saint-Gabriel-de-Valcartier, Shannon, cantons unis de Stoneham-et-Tewkesbury.

Municipalité régionale de comté de L'Île-d'Orléans

Paroisse de Sainte-Famille, paroisse de Saint-François, paroisse de Saint-Jean, Saint-Laurent-de-L'Île-d'Orléans, village de Sainte-Pétronille, Saint-Pierre-de-L'Île-d'Orléans.

Municipalité régionale de comté de Portneuf

Cap-Santé, Deschambault, ville de Donnacona, Grondines, ville de Lac-Sergent, ville de Neuville, paroisse de Notre-Dame-de-Portneuf, ville de Pont-Rouge, ville de Portneuf, Rivière-à-Pierre, Saint-Alban, paroisse de Saint-Basile, village de Saint-Basile-Sud, Saint-Casimir, paroisse de Saint-Casimir, Sainte-Christine-d'Auvergne, paroisse de Saint-Gilbert, Saint-Léonard-de-Portneuf, village de Saint-Marc-des-Carières, ville de Saint-Raymond, paroisse de Saint-Thuribe, Saint-Ubalde.

RÉGION ADMINISTRATIVE 04 — MAURICIE

Dans la municipalité régionale de comté du Centre-de-la-Mauricie

Lac-à-la-Tortue.

Dans la municipalité régionale de comté de Mékinac

Paroisse de Hérouxville, paroisse de Lac-aux-Sables.

RÉGION ADMINISTRATIVE 05 — ESTRIE**Municipalité régionale de comté d'Asbestos**

Ville d'Asbestos, ville de Danville, Saint-Adrien, canton de Saint-Camille, Saint-Georges-de-Windsor, paroisse de Saint-Joseph-de-Ham-Sud, Trois-Lacs, Wotton.

Municipalité régionale de comté de Coaticook

Barnston-Ouest, ville de Coaticook, Compton, Compton Station, Dixville, East Hereford, Martinville, canton de Sainte-Edwidge-de-Clifton, Saint-Herménégilde, Saint-Malo, Saint-Venant-de-Paquette, Stanstead-Est.

Municipalité régionale de comté de La Région-Sherbrookoise

Ascot, ville de Bromptonville, Deauville, ville de Fleurimont, ville de Lennoxville, ville de Rock Forest, Saint-Élie-d'Orford, ville de Sherbrooke, ville de Waterville.

Dans la municipalité régionale de comté du Granit

Audet, paroisse de Courcelles, Frontenac, Lac-Drolet, ville de Lac-Mégantic, Lambton, canton de Marston, Milan, Nantes, Notre-Dame-des-Bois, Piopolis, paroisse de Saint-Augustin-de-Woburn, Sainte-Cécile-de-Whitton, Saint-Ludger, Saint-Robert-Bellarmin, Saint-Romain, Stornoway, canton de Stratford, paroisse de Val-Racine.

Municipalité régionale de comté du Haut-Saint-François

Ascot Corner, Bury, Chartierville, ville de Cookshire, Dudswell, ville d'East Angus, canton d'Eaton, canton de Hampden, La Patrie, canton de Lingwick, canton de Newport, village de Saint-Gérard, Saint-Isidore-de-Clifton, village de Sawyerville, ville de Scotstown, Weedon, canton de Westbury.

Dans la municipalité régionale de comté du Val-Saint-François

Canton de Cleveland, village de Kingsbury, village et canton de Melbourne, ville de Richmond, Saint-Claude, paroisse de Saint-Denis-de-Brompton, paroisse de Saint-François-Xavier-de-Brompton, village de Saint-Grégoire-de-Greenlay, Stoke, Val-Joli, ville de Windsor.

Dans la municipalité régionale de comté de Memphrémagog

Village de Ayer's Cliff, Hatley, canton de Hatley, ville et canton de Magog, village de North Hatley, Ogden,

village de Omerville, canton d'Orford, Sainte-Catherine-de-Hatley, ville et canton de Stanstead.

RÉGION 08 — ABITIBI-TÉMISCAMINGUE**Municipalité régionale de comté d'Abitibi**

Ville d'Amos, Barraute, Berry, Champneuf, La Corne, La Morandière, La Motte, canton de Landrienne, canton de Launay, Preissac, Rochebaucourt, Saint-Dominique-du-Rosaire, Sainte-Gertrude-Manneville, Saint-Félix-de-Dalquier, paroisse de Saint-Marc-de-Figuery, Saint-Mathieu-d'Harricana, canton de Trécesson.

Municipalité régionale de comté d'Abitibi-Ouest

Authier, Authier-Nord, Chazel, canton de Clermont, Clerval, Colombourg, ville de Duparquet, Dupuy, Gallichan, La Reine, ville de La Sarre, ville et paroisse de Macamic, Normétal, Palmarolle, Poularies, Rapide-Danseur, Roquemaure, Sainte-Germaine-Boulé, paroisse de Sainte-Hélène-de-Mancebourg, paroisse de Saint-Lambert, Taschereau, village de Taschereau, Val-Saint-Gilles.

Municipalité régionale de comté de Rouyn-Noranda

Arntfield, Beaudry, Bellecombe, ville de Cadillac, Clérycy, Cloutier, D'Alembert, Destor, Évain, McWatters, Montbeillard, Mont-Brun, Rollet, ville de Rouyn-Noranda.

Municipalité régionale de comté de Témiscamingue

Village d'Angliers, Béarn, ville de Belleterre, Duhamel-Ouest, Fugèreville, canton de Guérin, Kipawa, Laforce, cantons unis de Latulipe-et-Gaboury, paroisse de Laverlochère, Lorrainville, Moffet, canton de Nédelec, Notre-Dame-du-Nord, Rémigny, Saint-Bruno-de-Guigues, paroisse de Saint-Édouard-de-Fabre, Saint-Eugène-de-Guigues, ville de Témiscaming, ville de Ville-Marie.

Municipalité régionale de comté de Vallée-de-l'Or

Belcourt, Dubuisson, ville de Malartic, Rivière-Héva, ville et paroisse de Senneterre, Sullivan, ville de Val-d'Or, Val-Senneville, Vassan.

RÉGION 09 — CÔTE-NORD

Blanc-Sablon, Bonne-Espérance, Côte-Nord-du-Golfe-du-Saint-Laurent, Gros-Mécatina, Saint-Augustin.

Municipalité régionale de comté de Caniapiscau

Ville de Fermont, ville de Schefferville.

**Municipalité régionale de comté de
La Haute-Côte-Nord**

Canton de Bergeronnes, Colombier, ville de Forestville, village de Grandes-Bergeronnes, Les Escoumins, Longue-Rive, Sacré-Coeur, Sainte-Anne-de-Portneuf, village de Tadoussac.

Municipalité régionale de comté de Manicouagan

Ville de Baie-Comeau, village de Baie-Trinité, village de Chute-aux-Outardes, Franquelin, village de Godbout, village de Pointe-aux-Outardes, village de Pointe-Label, paroisse de Raguenaud.

Municipalité régionale de comté de Minganie

Aguanish, Baie-Johan-Beetz, Havre-Saint-Pierre, L'Île-d'Anticosti, Longue-Pointe-de-Mingan, canton de Natashquan, Rivière-au-Tonnerre, Rivière-Saint-Jean.

Municipalité régionale de comté de Sept-Rivières

Gallix, ville de Moisie, ville de Port-Cartier, Rivière-Pentecôte, ville de Sept-Îles.

RÉGION 10 — NORD-DU-QUÉBEC

Baie-James, ville de Chapais, ville de Chibougamau, ville de Label-sur-Quévillon, ville de Matagami.

**RÉGION 11 — GASPÉSIE —
ÎLES-DE-LA-MADELEINE****Municipalité régionale de comté d'Avignon**

Ville de Carleton, Escuminac, L'Ascension-de-Patapédia, Maria, paroisse de Matapédia, Nouvelle, Pointe-à-la-Croix, canton de Ristigouche-Partie-Sud-Est, paroisse de Saint-Alexis-de-Matapédia, Saint-André-de-Restigouche, paroisse de Saint-François-d'Assise, paroisse de Saint-Omer.

Municipalité régionale de comté de Bonaventure

Ville de Bonaventure, Caplan, Cascapédia, canton de Hope, Hope Town, New Carlisle, ville de New-Richmond, ville de Paspébiac, Saint-Alphonse, Saint-Elzéar, canton de Saint-Godefroi, paroisse de Saint-Siméon, Shigawake.

Municipalité régionale de comté de Denis-Riverin

Ville de Cap-Chat, Capucins, La Martre, village de Marsoui, village de Mont-Saint-Pierre, Rivière-à-Claude, ville de Sainte-Anne-des-Monts, Sainte-Madeleine-de-

la-Rivière-Madeleine, Saint-Maxime-du-Mont-Louis, Tourelle.

**Municipalité régionale de comté de
La Côte-de-Gaspé**

Canton de Cloridorme, ville de Gaspé, paroisse de Grande-Vallée, ville de Murdochville, Petite-Vallée.

**Municipalité régionale de comté des
Îles-de-la-Madeleine**

Village de Cap-aux-Meules, Fatima, Grande-Entrée, Grosse-Île, Havre-aux-Maisons, L'Étang-du-Nord, village de L'Île-d'Entrée, L'Île-du-Havre-Aubert.

Municipalité régionale de comté de Pabok

Ville de Chandler, ville de Grande-Rivière, Newport, Pabos, Pabos Mills, ville de Percé, Port-Daniel, Saint-François-de-Pabos, paroisse de Sainte-Germaine-de-l'Anse-aux-Gascons, Sainte-Thérèse-de-Gaspé.

RÉGION 12 — CHAUDIÈRE-APPALACHES**Municipalité régionale de comté de Beauce-Sartigan**

Aubert-Gallion, village de Lac-Poulin, village de La Guadeloupe, paroisse de Notre-Dame-des-Pins, Saint-Benoît-Labre, Saint-Côme-Linière, Saint-Éphrem-de-Beauce, Saint-Évariste-de-Forsyth, paroisse de Saint-Gédéon, Saint-Gédéon-de-Beauce, ville de Saint-Georges, paroisse de Saint-Georges-Est, paroisse de Saint-Hilaire-de-Dorset, paroisse de Saint-Honoré, paroisse de Saint-Jean-de-la-Lande, paroisse de Saint-Martin, Saint-Philibert, paroisse de Saint-René, Saint-Simon-les-Mines, Saint-Théophile, canton de Shenley.

Municipalité régionale de comté de Bellechasse

Armagh, Beaumont, Honfleur, paroisse de La Durantaye, paroisse de Notre-Dame-Auxiliatrice-de-Buckland, Saint-Anselme, Saint-Charles-de-Bellechasse, paroisse de Saint-Damien-de-Buckland, Sainte-Claire, Saint-Gervais, Saint-Lazare-de-Bellechasse, paroisse de Saint-Léon-de-Standon, paroisse de Saint-Malachie, Saint-Michel-de-Bellechasse, paroisse de Saint-Nazaire-de-Dorchester, paroisse de Saint-Nérée, paroisse de Saint-Philémon, Saint-Raphaël, Saint-Vallier.

Municipalité régionale de comté de Desjardins

Ville de Lévis, Pintendre, Saint-Henri, paroisse de Saint-Joseph-de-la-Pointe-de-Lévy.

Municipalité régionale de comté de L'Amiante

Village de Beaulac, ville de Black-Lake, ville et paroisse de Disraeli, East-Broughton, canton de Garthby, Irlande, Kinnear's Mills, Pontbriand, village de Robertsonville, paroisse de Sacré-Coeur-de-Jésus, paroisse de Sacré-Coeur-de-Marie-Partie-Sud, Saint-Adrien-d'Irlande, village de Sainte-Anne-du-Lac, Sainte-Clotilde-de-Beauce, Saint-Fortunat, Saint-Jacques-de-Leeds, paroisse de Saint-Jacques-le-Majeur-de-Wolfestown, Saint-Jean-de-Brébeuf, Saint-Joseph-de-Coleraine, paroisse de Saint-Julien, Saint-Méthode-de-Frontenac, Saint-Pierre-de-Broughton, paroisse de Sainte-Praxède, ville de Thetford-Mines, canton de Thetford-Partie-Sud.

Municipalité régionale de comté de La Nouvelle-Beauce

Frampton, Saint-Bernard, Saint-Elzéar, paroisse de Sainte-Hénédine, Saint-Isidore, paroisse de Sainte-Marguerite, ville de Sainte-Marie, paroisse des Saints-Anges, Scott, Vallée-Jonction.

Municipalité régionale de comté des Chutes-de-la-Chaudière

Ville de Charny, Saint-Étienne-de-Lauzon, paroisse de Sainte-Hélène-de-Breakeyville, ville de Saint-Jean-Chrysostome, paroisse de Saint-Lambert-de-Lauzon, ville de Saint-Nicolas, ville de Saint-Rédempteur, ville de Saint-Romuald.

Municipalité régionale de comté des Etchemins

Ville de Lac-Etchemin, Sainte-Aurélie, Saint-Benjamin, paroisse de Saint-Camille-de-Lellis, paroisse de Saint-Cyprien, paroisse de Sainte-Germaine-du-Lac-Etchemin, Sainte-Justine, Saint-Louis-de-Gonzague, Saint-Luc-de-Bellechasse, Saint-Magloire, Saint-Prospère, Sainte-Rose-de-Watford, paroisse de Sainte-Sabine, Saint-Zacharie.

Municipalité régionale de comté de L'Islet

Ville de L'Islet, L'Islet-sur-Mer, Saint-Adalbert, Saint-Aubert, paroisse de Saint-Cyrille-de-Lessard, Saint-Damase-de-L'Islet, paroisse de Saint-Eugène, Sainte-Félicité, Saint-Jean-Port-Joli, paroisse de Sainte-Louise, Sainte-Perpétue, Saint-Marcel, Saint-Omer, ville de Saint-Pamphile, paroisse de Saint-Roch-des-Aulnaies, Tourville.

Municipalité régionale de comté de Lotbinière

Dosquet, village de Laurier-Station, village de Leclercville, Lotbinière, paroisse de Notre-Dame-du-

Sacré-Coeur-d'Issoudun, Saint-Agapit, Sainte-Agathe-de-Lotbinière, Saint-Antoine-de-Tilly, Saint-Apollinaire, paroisse et village de Sainte-Croix, paroisse de Saint-Édouard-de-Lotbinière, paroisse de Sainte-Emmélie, paroisse et village de Saint-Flavien, paroisse de Saint-Gilles, Saint-Janvier-de-Joly, paroisse de Saint-Narcisse-de-Beaurivage, Saint-Patrice-de-Beaurivage, Saint-Sylvestre, Val-Alain.

Municipalité régionale de comté de Montmagny

Paroisse de Berthier-sur-Mer, Cap-Saint-Ignace, Lac-Frontière, ville de Montmagny, Notre-Dame-du-Rosaire, paroisse de Saint-Antoine-de-l'Isle-aux-Grues, paroisse de Sainte-Apolline-de-Patton, Sainte-Euphémie-sur-Rivière-du-Sud, paroisse de Saint-Fabien-de-Panet, Saint-François-de-la-Rivière-du-Sud, Saint-Just-de-Bretenières, Sainte-Lucie-de-Beauregard, Saint-Paul-de-Montminy, paroisse de Saint-Pierre-de-la-Rivière-du-Sud.

Municipalité régionale de comté de Robert-Cliche

Ville de Beauceville, Saint-Alfred, paroisse de Saint-Frédéric, ville de Saint-Joseph-de-Beauce, Saint-Joseph-des-Érables, paroisse de Saint-Jules, paroisse de Saint-Odilon-de-Cranbourne, paroisse de Saint-Séverin, Saint-Victor, village de Tring-Jonction.

RÉGION 17 — CENTRE-DU-QUÉBEC

Dans la municipalité régionale de comté d'Arthabaska

Canton de Chester-Est, Chesterville, canton de Ham-Nord, Kingsey Falls, village de Norbertville, Notre-Dame-de-Ham, Saint-Albert, paroisse de Sainte-Anne-du-Sault, Sainte-Clotilde-de-Horton, paroisse de Saint-Christophe-d'Arthabaska, paroisse de Sainte-Élisabeth-de-Warwick, paroisse de Saint-Louis-de-Blandford, Saint-Norbert-d'Arthabaska, paroisse de Saint-Rosaire, paroisse de Sainte-Séraphine, Saint-Valère, paroisse des Saints-Martyrs-Canadiens, paroisse de Tingwick, ville de Victoriaville, ville et canton de Warwick.

Dans la municipalité régionale de comté de Bécancour

Deschailons-sur-Saint-Laurent, Fortierville, Manseau, paroisse de Parisville, paroisse de Sainte-Cécile-de-Lévrard, Sainte-Françoise, Sainte-Marie-de-Blandford, Saint-Pierre-les-Becquets, paroisse de Sainte-Sophie-de-Lévrard.

Dans la municipalité régionale de comté de Drummond

Ville de Drummondville, Durham-Sud, canton de Kingsey, L'Avenir, Lefebvre, paroisse et village de Notre-Dame-du-Bon-Conseil, Saint-Charles-de-Drummond, Saint-Cyrille-de-Wendover, paroisse de Saint-Edmond-de-Grantham, Saint-Eugène, Saint-Germain-de-Grantham, paroisse de Saint-Lucien, paroisse de Saint-Majorique-de-Grantham, ville de Saint-Nicéphore, Ulverton, Wickham.

Dans la municipalité régionale de comté de L'Érable

Village de Bernierville, Inverness, Lyster, ville et paroisse de Plessisville, ville et paroisse de Princeville, Saint-Ferdinand, paroisse de Saint-Pierre-Baptiste, Vianney, Villeroy.”.

11. This Decree comes into force on the day of its publication in the *Gazette officielle du Québec*, except for subsection 2 of section 1 of this Decree, which shall come into force on the 90th day following this date.

3267

Gouvernement du Québec

O.C. 1382-99, 8 December 1999

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

Building service employees

— Montréal

— Amendments

Decree to amend the Decree respecting building service employees in the Montréal region

WHEREAS the Government made the Decree respecting building service employees in the Montréal region (R.R.Q., 1981, c. D-2, r.39);

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

WHEREAS sections 2, 6.1 and 6.2 of the Act respecting collective agreement decrees (R.S.Q., c. D-2) authorize the Government to extend the term of a collective agreement and to amend a decree ordering an extension at the request of the contracting parties with such amendments as are deemed 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 Decree to amend the Decree attached to this Order in Council was published in Part 2 of the *Gazette officielle du Québec* of 7 April 1999 and was also published, on that date in one French-language newspaper and in one English-language newspaper, 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 draft Decree with amendments;

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

THAT the Decree to amend the Decree respecting the building service employees in the Montréal region, attached hereto, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Decree to amend the Decree respecting building services employees in the Montréal region*

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

1. Section 1.01 of the Decree respecting building services employees in the Montréal region is amended:

1. by substituting the following for paragraph a:

“(a) “public building”: a school, a vocational training centre and an adult education centre established by a school board, a college established under the General and Vocational Colleges Act (R.S.Q., c. C-29), an education institution at the university level within the meaning of the Act respecting educational institutions at the university level (R.S.Q., c. E-14.1), a private educational establishment governed by the Act respecting private education (R.S.Q., c. E-9.1), an establishment within the meaning of the Act respecting health services and social services (R.S.Q., c. S-4.2), an establishment

* The last amendment to the Decree to amend the Decree respecting public building services employees in the Montréal region (R.R.Q., 1981, c. D-2, r.39) was made by the regulation made under Order in Council No. 757-98 dated 3 June 1998 (1998, *G.O.* 2, 2216). For previous amendments, refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 September 1999.

housing a non-profit social and community organization, a day care centre, kindergarten, stop-over centre or childcare centre within the meaning of the Act respecting childcare centres and other childcare services (R.S.Q., c. C-8.2), a clinic, convalescent home, shelter or other establishments for the needy, a public library, cultural centre, museum, exhibition hall, heritage interpretation centre, a church, chapel, convent, monastery, novitiate, a hall for public entertainment, a cinema, theatre, café, club, bar, restaurant, cafeteria, tavern, brasserie, hotel, motel, inn, conference hall, municipal hall, an exhibition, fair, stands on race-courses or used for public or sporting amusements or other events, an arena, plant, industry, workroom, manufacture, warehouse, government building, office, office building, bank, credit union, store, shopping centre, tunnel, station, airport, ship berth, railway terminal or car terminal, a house with several apartments or dwelling units and any other place similar to one of the buildings mentioned in this paragraph or used as such;”;

2. by deleting the third paragraph of paragraph *b*;
3. by substituting the following for paragraph *d*:

“(d) “Class A work”: heavy maintenance work such as washing walls, windows, ceilings, light fixtures, chalkboards, cleaning floors with a mop one metre or more in width; stripping, washing or treating floors, removing spots on floors with a damp mop that is 680,4 grams or more, removing waste and the contents of recycling bins larger than 66 cm x 91 cm and dusting areas not accessible from floor level;”;

4. by substituting, in the French version of paragraph *e*, the words “une vadrouille ou un” for the words “balai à frange ou”;
5. by adding in paragraph *e*, after the words “glass partitions”, the words “accessible from floor level”;
6. by substituting the following for paragraph *h*:

“(h) “professional employer”: an employer who has in his employ one or more employees covered by the jurisdiction of the Decree;”.

2. The following is substituted for sections 2.01 to 2.03:

“**2.01. Territorial:** The Decree applies within the boundaries of the municipalities listed in Appendix 1.

2.02. Industrial: The Decree applies to all maintenance work performed for others.

For the purposes of the first paragraph, the maintenance work performed for others also includes the maintenance work performed:

1. by the employee of the owner or administrator of the public building for the tenants in the rented premises of the building and in the common areas used by the tenants;
2. under the direction of a person who is not in the employ of the tenant of a unit, or of the owner or administrator of a public building.

2.03. Exclusions: The Decree does not apply to:

1. maintenance work performed in the rooms of a hotel or motel;
2. a self-employed worker doing business alone who contracts directly with the owner, tenant or administrator of a public building and who carries out himself, or with his spouse, the children of either one, his father, mother, or the father or mother of his spouse, maintenance work in public buildings for his own benefit;
3. maintenance work performed by an employee of the Québec or Canadian government or the employee of a municipality in the rented premises and common areas for the tenants of a public building of which one of those bodies is the owner;
4. maintenance work performed by an employee of one of the following organizations, owner of a public building, for the tenants of that building in the rented premises and common areas for the tenants of that building: a school board, a college instituted under the General and Vocational Colleges Act, an education institution at the university level within the meaning of the Act respecting educational institutions at the university level, an establishment within the meaning of section 94 of the Act respecting health services and social services, an association of employees within the meaning of the Labour Code (R.S.Q., c. C-27) and a non-profit social and community organization;
5. maintenance work performed by an employee of one of the cooperatives and of one of the non-profit organizations mentioned hereafter, owner of a public building, for the tenants of that building in the rented premises and the common areas for the tenants of that public building: a day-care centre, a stop-over centre, a kindergarten and a childcare centre within the meaning of the Act respecting childcare centres and other childcare services.”.

3. The following is substituted for sections 3.01 and 3.02:

“**3.01.** The standard workweek is 41 hours and 40 hours as of 1 October 2000.

An employer may schedule the working hours of his employees on a basis other than a weekly basis, where he meets the following conditions:

1. the purpose of the schedule is not to avoid the payment of overtime hours;

2. he has obtained the agreement of the employee concerned;

3. the schedule grants the employee another type of benefit to compensate for the loss of payment of overtime hours;

4. the average number of hours worked is equivalent to the number of hours of the standard workweek;

5. working hours are scheduled over a maximum period of four weeks;

6. the duration of the schedule does not exceed one year;

7. he has forwarded a written notice to the Parity Committee at least 15 days previous to the application of the schedule.

A scheduled period may be changed or renewed by the employer on its expiry on the same conditions as those provided for in the second paragraph.

3.02. Any work performed at the request of the employer in excess of the hours of the standard workweek shall be paid at time and a half the hourly wage currently paid to an employee, excluding premiums established on an hourly basis.

For the purposes of calculating overtime hours, annual vacations and paid general holidays are considered as working days.”

4. Section 3.03 is amended, in the French version, by substituting the word “entreprise” for the word “établissement”.

5. The following is added after section 3.03:

“**3.04.** An employee is considered to be at work when he is obliged to remain on the work premises while waiting for the establishment to be unlocked.

The first paragraph does not apply to the meal period provided for in section 4.01.

3.05. An employee is considered to be at work during the period of travel between the different public buildings where he must perform consecutive maintenance work at the request of the employer.

3.06. An employee is considered to be at work when he is available to the employer on the work premises and is obliged to wait to be assigned work.

3.07. The employee considered to be at work during the periods provided for in sections 3.04 to 3.06 and in section 4.03 is entitled to the wage corresponding to the one he is paid for the performance of maintenance work.”

6. The following is substituted for section 4.02:

“**4.02.** The meal period is paid at the current hourly wage rate for the performance of maintenance work where the employer assigns an employee to work for a period of 12 hours or more.”

7. Section 4.03 is amended by substituting the following for the first paragraph:

“**4.03.** The employee is entitled, as the case may be, to two paid 15-minute rest periods, within a work period whose duration is seven hours or more or to a paid 15-minute rest period included in any period of maintenance work of less than seven hours, but more than three hours. Such rest periods are taken at a time determined by the employer, unless they are subject to the provisions of a collective agreement.”

8. The following is substituted for sections 5.01 to 5.03:

“**5.01.** The employee who, after having left the work premises, is called back to work after his standard hours of work at the express request of the employer, is entitled to time and a half his current hourly wage, excluding premiums established on an hourly basis.

The minimum indemnity for hours worked after such a recall shall be equal to three hours at his current hourly wage.

5.02. The employee called back to work on a paid general holiday is entitled to a minimum indemnity equal to three hours paid at his current wage, excluding premiums established on an hourly basis.

5.03. The employee who reports in to work for his regular work schedule without having been otherwise

notified shall receive a minimum hourly remuneration equal to three hours at his current hourly wage, excluding premiums paid on an hourly basis.

In the case where the employee regularly performs less than three hours of work, the indemnity payable corresponds to his hours regularly worked.”

9. The following is substituted for section 6.01:

“**6.01.** The employee receives at least the following hourly rate:

1. **As of 22 December 1999**

(a) Class A \$11.90;

(b) Class B \$11.50;

(c) Class C \$12.40;

As of 4 September 2000

(a) Class A \$12.15;

(b) Class B \$11.75;

(c) Class C \$12.65.”

10. Section 6.02 is amended:

1. by substituting the number “4” for the number “3”;
2. by substituting the words “is entitled to” for the word “receives”.

11. Section 6.03 is amended by substituting the words “entitled to” for the words “paid at”.

12. Section 7.01 is amended by adding the following paragraph at the end:

“The compensatory holiday for the fixed June 24 holiday is governed by the provisions of the National Holiday Act (R.S.Q., c. F-1.1).”

13. The following is substituted for section 7.02:

“**7.02.** Where a holiday coincides with a working day for an employee, the employer shall pay him an indemnity equal to the wage that the regular employee would receive if the day had not been a holiday.

However, after a written agreement between the employer and the employee, that indemnity may be replaced by a compensatory holiday equal to the duration

of the holiday. In that case, the holiday shall be taken within the three weeks preceding or following the holiday.”

14. Section 7.03 is deleted.

15. The following is substituted for section 7.04:

“**7.04.** Whenever a holiday does not coincide with a working day for an employee, it may be taken, at the employer’s discretion on the day preceding or following the holiday.

However, after a written agreement between the employer and the employee, such holiday may be taken within the three weeks preceding or following the holiday.”

16. Section 7.06 is amended in the French version, by substituting in paragraph 3, the words “mis à pied” for the word “licencié”.

17. Section 7.07 is amended by substituting “time and a half his hourly wage currently paid” for “time and a half”.

18. Section 8.09 is amended, in the French version, by substituting in paragraphs 3 and 4, the words “mis à pied” for the word “licencié”.

19. Section 10.02 is amended:

1. by substituting the following for that part of the first paragraph preceding paragraph 1:

“**10.02.** The employer shall remit to the employee, at the same time as his wage, a pay slip containing the following information:”;

2. by substituting, in the French version of paragraph 3, the word “embauche” for the word “embauchage”;

3. by adding the following paragraph at the end:

“In the case of a bank transfer, the pay slip must be remitted to the employee or mailed to him in the week following the bank transfer.”

20. The following is substituted for section 14.01:

“**14.01.** The Decree remains in force until 5 September 2000. It is automatically renewed from year to year thereafter, unless one of the contracting parties opposes it by a written notice sent to the Minister of State for Labour and Employment and Minister of Labour and to

the other contracting party during the month of March of the year 2000 or during the month of March of any subsequent year.”.

21. The following is substituted for Schedule 1:

“APPENDIX 1

(s. 2.01)

RÉGION ADMINISTRATIVE 04 — MAURICIE

Municipalité régionale de comté de Francheville

Batiscan, ville de Cap-de-la-Madeleine, Champlain, Pointe-du-Lac, Sainte-Anne-de-la-Pérade, paroisse de Saint-Étienne-des-Grès, paroisse de Sainte-Geneviève-de-Batiscan, ville de Saint-Louis-de-France, Saint-Luc-de-Vincennes, ville de Sainte-Marthe-du-Cap, paroisse de Saint-Maurice, paroisse de Saint-Narcisse, paroisse de Saint-Prosper, Saint-Stanislas, ville de Trois-Rivières, ville de Trois-Rivières-Ouest.

Dans la municipalité régionale de comté du Centre-de-la-Mauricie

Charrette, ville de Grand-Mère, paroisse de Notre-Dame-du-Mont-Carmel, village de Saint-Boniface-de-Shawinigan, paroisse de Saint-Élie, village de Saint-Georges, paroisse de Saint-Gérard-des-Laurentides, paroisse de Saint-Jean-des-Piles, Saint-Mathieu-du-Parc, ville de Shawinigan, ville de Shawinigan-Sud.

Municipalité régionale de comté du Haut-Saint-Maurice

La Bostonnais, Lac-Édouard, canton de Langelier, ville de La Tuque, village de Parent.

Municipalité régionale de comté de Maskinongé

Ville de Louiseville, village de Maskinongé, paroisse de Saint-Alexis-des-Monts, Sainte-Angèle-de-Prémont, paroisse de Saint-Barnabé, Saint-Édouard-de-Maskinongé, paroisse de Saint-Joseph-de-Maskinongé, paroisse de Saint-Justin, paroisse de Saint-Léon-le-Grand, Saint-Paulin, paroisse de Saint-Sévère, paroisse de Sainte-Ursule, Yamachiche.

Dans la municipalité régionale de comté de Mékinac

Village de Grandes-Piles, Notre-Dame-de-Montauban, paroisse de Saint-Adelphe, paroisse de Saint-Roch-de-Mékinac, paroisse de Saint-Séverin, Sainte-Thècle, ville de Saint-Tite, Trois-Rives.

RÉGION ADMINISTRATIVE 05 — ESTRIE

Dans la municipalité régionale de comté du Granit

Saint-Sébastien.

Dans la municipalité régionale de comté du Val-Saint-François

Bonsecours, village de Lawrenceville, Maricourt, Racine, Sainte-Anne-de-Larochelle, ville et canton de Valcourt.

Dans la municipalité régionale de comté de Memphrémagog

Austin, Bolton-Est, village de Eastman, canton de Potton, Saint-Benoît-du-Lac, Saint-Étienne-de-Bolton, Stukely, village de Stukely-Sud.

RÉGION ADMINISTRATIVE 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 d'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.

RÉGION ADMINISTRATIVE 07 — OUTAOUAIS

Communauté urbaine de l'Outaouais

Ville d'Aylmer, ville de Buckingham, ville de Gatineau, ville de Hull, ville de Masson-Angers.

Municipalité régionale de comté des Collines-de-l'Outaouais

Cantley, Chelsea, L'Ange-Gardien, La Pêche, Notre-Dame-de-la-Salette, Pontiac, Val-des-Monts.

Municipalité régionale de comté de La Vallée-de-la-Gatineau

Canton de Aumond, Blue Sea, Bois-Franc, Bouchette, Cayamant, Déléage, canton de Denholm, Égan-Sud, village de Gracefield, canton de Grand-Remous, Kazabazua,

Lac-Sainte-Marie, canton de Low, canton de Lytton, ville de Maniwaki, Messines, Montcerf, Northfield, Sainte-Thérèse-de-la-Gatineau, canton de Wright.

Municipalité régionale de comté de Papineau

Boileau, Bowman, Chénéville, Duhamel, Fassett, Lac-des-Plages, Lac-Simon, canton de Lochaber, canton de Lochaber-Partie-Ouest, Mayo, village de Montebello, Montpellier, cantons unis de Mulgrave-et-Derry, Namur, paroisse de Notre-Dame-de-Bon-Secours-Partie-Nord, paroisse de Notre-Dame-de-la-Paix, village de Papineauville, Plaisance, village et canton de Ripon, Saint-André-Avellin, paroisse de Sainte-Angélique, Saint-Émile-de-Suffolk, Saint-Sixte, ville de Thurso, Val-des-Bois.

Municipalité régionale de comté de Pontiac

Cantons unis d'Alleyn-et-Cadwood, canton de Bristol, village de Bryson, village de Campbell's Bay, canton de Chichester, canton de Clarendon, village de Fort-Coulange, canton de Grand-Calumet, cantons unis de Leslie-Clapham-et-Huddersfield, L'Isle-aux-Allumettes, canton de Litchfield, cantons unis de Mansfield-et-Pontefract, village de Portage-du-Fort, Rapides-des-Joachims, village de Shawville, cantons unis de Sheen-Esher-Aberdeen-et-Malakoff, canton de Thorne, Waltham.

RÉGION ADMINISTRATIVE 13 — LAVAL

Ville de Laval.

RÉGION ADMINISTRATIVE 14 — LANAUDIÈRE

Municipalité régionale de comté d'Autray

Ville de Berthierville, Lanoraie-d'Autray, village de Lavaltrie, La Visitation-de-L'Île-Dupas, paroisse de Saint-Antoine-de-Lavaltrie, paroisse de Saint-Bathélémy, Saint-Charles-de-Mandeville, Saint-Cléophas-de-Brandon, Saint-Cuthbert, paroisse de Saint-Didace, paroisse de Sainte-Élisabeth, ville de Saint-Gabriel, paroisse de Saint-Gabriel-de-Brandon, paroisse de Sainte-Geneviève-de-Berthier, paroisse de Saint-Ignace-de-Loyola, paroisse de Saint-Joseph-de-Lanoraie, paroisse de Saint-Norbert.

Municipalité régionale de comté de Joliette

Crabtree, ville de Joliette, paroisse de Notre-Dame-de-Lourdes, Notre-Dame-des-Prairies, paroisse de Saint-Ambroise-de-Kildare, Saint-Charles-Borromée, Sainte-Mélanie, Saint-Paul, village de Saint-Pierre, Saint-Thomas.

Municipalité régionale de comté de L'Assomption

Ville de Charlemagne, ville de L'Assomption, ville de Le Gardeur, ville et paroisse de L'Épiphanie, ville de Repentigny, paroisse de Saint-Gérard-Majella, paroisse de Saint-Sulpice.

Municipalité régionale de comté des Moulins

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

Municipalité régionale de comté de Matawinie

Chertsey, Entrelacs, Notre-Dame-de-la-Merci, Rawdon, Saint-Alphonse-Rodriguez, Sainte-Béatrix, paroisse de Saint-Côme, paroisse de Saint-Damien, Saint-Donat, Sainte-Émélie-de-l'Énergie, Saint-Félix-de-Valois, Saint-Jean-de-Matha, Sainte-Marcelline-de-Kildare, Saint-Michel-des-Saints, Saint-Zénon.

Municipalité régionale de comté de Montcalm

Ville des Laurentides, paroisse et village de Saint-Alexis, Saint-Calixte, paroisse de Saint-Esprit, Saint-Jacques, Sainte-Julienne, paroisse de Saint-Liguori, Saint-Lin, paroisse de Sainte-Marie-Salomé, paroisse de Saint-Roch-de-L'achigan, Saint-Roch-Ouest.

RÉGION ADMINISTRATIVE 15 — LAURENTIDES

Municipalité régionale de comté d'Antoine-Labelle

Beaux-Rivages, Chute-Saint-Philippe, Des Ruisseaux, Ferme-Neuve, Kiamika, village de Lac-des-Écorces, Lac-du-Cerf, Lac-Nominingue, village de Lac-Saguay, Lac-Saint-Paul, La Macaza, village de L'Annonciation, L'Ascension, Marchand, ville de Mont-Laurier, Mont-Saint-Michel, Notre-Dame-de-Pontmain, Notre-Dame-du-Laus, Saint-Aimé-du-Lac-des-Îles, Sainte-Anne-du-Lac, village de Sainte-Véronique, village de Val-Barrette.

Municipalité régionale de comté d'Argenteuil

Brownsburg-Chatham, village de Calumet, village de Carillon, canton de Gore, village et canton de Grenville, canton de Harrington, ville de Lachute, Mille-Isles, paroisse de Saint-André-d'Argenteuil, village de Saint-André-Est, canton de Wentworth.

Municipalité régionale de comté de Deux-Montagnes

Ville des Deux-Montagnes, Oka, Pointe-Calumet, ville de Saint-Eustache, Saint-Joseph-du-Lac, ville de Sainte-Marthe-sur-le-Lac, Saint-Placide.

Municipalité régionale de comté de La Rivière-du-Nord

Ville de Bellefeuille, ville de Lafontaine, village de New Glasgow, ville de Prévost, ville de Saint-Antoine, paroisse de Saint-Colomban, paroisse de Saint-Hippolyte, ville de Saint-Jérôme, Sainte-Sophie.

Municipalité régionale de comté des Laurentides

Canton d'Amherst, canton d'Arundel, ville de Barkmere, paroisse de Brébeuf, Huberdeau, Ivry-sur-le-Lac, Labelle, La Conception, Lac-Supérieur, Lac-Tremblant-Nord, La Minerve, Lantier, Montcalm, Mont-Tremblant, Sainte-Agathe-Nord, ville de Sainte-Agathe-des-Monts, Saint-Faustin – Lac-Carré, ville et paroisse de Saint-Jovite, Sainte-Lucie-des-Laurentides, village de Val-David, Val-des-Lacs, Val-Morin.

Municipalité régionale de comté des Pays-d'en-Haut

Ville d'Estérel, Lac-des-Seize-Îles, Morin-Heights, Piedmont, ville de Sainte-Adèle, Saint-Adolphe-d'Howard, paroisse de Sainte-Anne-des-Lacs, paroisse de Sainte-Marguerite-du-Lac-Masson, paroisse de Saint-Sauveur, village de Saint-Sauveur-des-Monts, Wentworth-Nord.

Municipalité régionale de comté de Mirabel

Ville de Mirabel.

Municipalité régionale de comté de Thérèse-de-Blainville

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

RÉGION ADMINISTRATIVE 16 — MONTÉRÉGIE**Municipalité régionale de comté d'Acton**

Ville d'Acton Vale, Béthanie, canton de Roxton, village de Roxton Falls, paroisse de Saint-André-d'Acton, paroisse de Sainte-Christine, paroisse de Saint-Nazaire-d'Acton, paroisse de Saint-Théodore-d'Acton, Upton.

Municipalité régionale de comté de Beauharnois-Salaberry

Ville de Beauharnois, Grande-Île, ville de Maple Grove, village de Melocheville, Saint-Étienne-de-Beauharnois, paroisse de Saint-Louis-de-Gonzague, Sainte-Martine, paroisse de Saint-Stanislas-de-Kostka, ville de Saint-Timothée, Saint-Urbain-Premier, ville de Salaberry-de-Valleyfield.

Municipalité régionale de comté de Brome-Missisquoi

Village d'Abercorn, ville et canton de Bedford, Bolton-Ouest, Brigham, village de Brome, ville de Cowansville, ville de Dunham, village d'East Farnham, ville de Farnham, Frelighsburg, ville de Lac-Brome, paroisse de Notre-Dame-de-Stanbridge, Rainville, Saint-Armand, paroisse de Saint-Ignace-de-Stanbridge, Saint-Pierre-de-Véronne-à-Pike-River, paroisse de Sainte-Sabine, Stanbridge East, Stanbridge-Station, ville et canton de Sutton.

Municipalité régionale de comté de Champlain

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

Municipalité régionale de comté de La Haute-Yamaska

Ville de Bromont, ville et canton de Granby, Roxton Pond, paroisse de Saint-Alphonse, canton de Sainte-Cécile-de-Milton, paroisse de Saint-Joachim-de-Shefford, canton de Shefford, village de Warden, ville de Waterloo.

Municipalité régionale de comté de La Vallée-du-Richelieu

Ville de Beloeil, ville de Carignan, ville de Chambly, McMasterville, ville de Mont-Saint-Hilaire, ville d'Otterburn Park, Saint-Antoine-sur-Richelieu, ville de Saint-Basile-le-Grand, ville de Saint-Bruno-de-Montarville, Saint-Charles-sur-Richelieu, Saint-Denis-sur-Richelieu, paroisse de Saint-Jean-Baptiste, Saint-Marc-sur-Richelieu, Saint-Mathieu-de-Beloeil.

Municipalité régionale de comté de Lajemmerais

Ville de Boucherville, paroisse de Calixa-Lavallée, ville de Contrecoeur, Saint-Amable, ville de Sainte-Julie, ville de Varennes, Verchères.

Municipalité régionale de comté du Bas-Richelieu

Village de Massueville, paroisse de Saint-Aimé, paroisse de Saint-David, paroisse de Sainte-Anne-de-Sorel, paroisse de Saint-Gérard-Majella, ville de Saint-Joseph-de-Sorel, paroisse de Saint-Michel-d'Yamaska, ville de Saint-Ours, paroisse de Saint-Robert, Saint-Roch-de-Richelieu, paroisse de Sainte-Victoire-de-Sorel, ville de Sorel, ville de Tracy, village de Yamaska, village de Yamaska-Est.

Municipalité régionale de comté du Haut-Richelieu

Henryville, village de Henryville, ville d'Iberville, L'Acadie, village de Lacolle, Mont-Saint-Grégoire, paroisse de Notre-Dame-du-Mont-Carmel, Noyan, Saint-Alexandre, paroisse de Sainte-Anne-de-Sabrevois, paroisse de Saint-Athanase, Saint-Blaise-sur-Richelieu, Sainte-Brigide-d'Iberville, Saint-Georges-de-Clarenceville, ville de Saint-Jean-sur-Richelieu, ville de Saint-Luc, paroisse de Saint-Paul-de-l'Île-aux-Noix, paroisse de Saint-Sébastien, paroisse de Saint-Valentin, Venise-en-Québec.

Municipalité régionale de comté du Haut-Saint-Laurent

Canton de Dundee, canton d'Elgin, Franklin, canton de Godmanchester, canton de Havelock, canton de Hinchinbrooke, village de Howick, ville de Huntingdon, village d'Ormstown, paroisse de Saint-Anicet, paroisse de Sainte-Barbe, Saint-Chrysostome, paroisse de Saint-Malachie-d'Ormstown, paroisse de Très-Saint-Sacrement.

Municipalité régionale de comté des Jardins-de-Napierville

Village et canton de Hemmingford, village de Napierville, paroisse de Saint-Bernard-de-Lacolle, paroisse de Sainte-Clotilde-de-Châteauguay, paroisse de Saint-Cyprien-de-Napierville, paroisse de Saint-Édouard, paroisse de Saint-Jacques-le-Mineur, paroisse de Saint-Michel, paroisse de Saint-Patrice-de-Sherrington, ville de Saint-Rémi.

Municipalité régionale de comté des Maskoutains

Paroisse de La Présentation, paroisse de Notre-Dame-de-Saint-Hyacinthe, Saint-Barnabé-Sud, Saint-Bernard-de-Michaudville, paroisse et village de Saint-Damase, Saint-Dominique, Sainte-Hélène-de-Bagot, Saint-Hugues, ville de Saint-Hyacinthe, paroisse de Saint-Hyacinthe-le-Confesseur, Saint-Jude, Saint-Liboire, paroisse de Saint-Louis, village de Sainte-Madeleine, Saint-Marcel-de-Richelieu, paroisse de Sainte-Marie-Madeleine, ville et paroisse de Sainte-Rosalie, paroisse et village de Saint-Pie, paroisse de Saint-Simon, paroisse de Saint-Thomas-d'Aquin, canton de Saint-Valérien-de-Milton.

Municipalité régionale de comté de Roussillon

Ville de Candiac, ville de Châteauguay, ville de Delson, ville de La Prairie, ville de Léry, ville de Mercier, ville de Saint-Constant, ville de Sainte-Catherine, paroisse de Saint-Isidore, Saint-Mathieu, Saint-Philippe.

Municipalité régionale de comté de Rouville

Ange-Gardien, ville de Marieville, Notre-Dame-de-Bon-Secours, ville de Richelieu, village de Rougemont, paroisse de Sainte-Angèle-de-Monnoir, ville et paroisse de Saint-Césaire, paroisse de Sainte-Marie-de-Monnoir, Saint-Mathias-sur-Richelieu, paroisse de Saint-Michel-de-Rougemont, paroisse de Saint-Paul-d'Abbotsford.

Municipalité régionale de comté de Vaudreuil-Soulanges

Coteau-du-Lac, ville de Hudson, Les Cèdres, Les Coteaux, ville de L'Île-Cadieux, ville de L'Île-Perrot, Notre-Dame-de-L'Île-Perrot, ville de Pincourt, village de Pointe-des-Cascades, village de Pointe-Fortune, Rigaud, Rivière-Beaudette, Saint-Clet, paroisse de Sainte-Justine-de-Newton, paroisse de Saint-Lazare, Sainte-Marthe, Saint-Polycarpe, paroisse de Saint-Télesphore, village de Saint-Zotique, Terrasse-Vaudreuil, paroisse de Très-Saint-Rédempteur, ville de Vaudreuil-Dorion, village de Vaudreuil-sur-le-Lac.

RÉGION ADMINISTRATIVE 17 — CENTRE-DU-QUÉBEC

Dans la municipalité régionale de comté d'Arthabaska

Daveluyville, canton de Maddington, paroisse de Saint-Rémi-de-Tingwick, paroisse de Saint-Samuel.

Dans la municipalité régionale de comté de Bécancour

Ville de Bécancour, Lemieux, Saint-Sylvère.

Dans la municipalité régionale de comté de Drummond

Saint-Bonaventure, paroisse de Sainte-Brigitte-des-Saults, Saint-Guillaume, paroisse de Saint-Joachim-de-Courval, paroisse de Saint-Pie-de-Guire.

Dans la municipalité régionale de comté de L'Érable

Laurierville, paroisse de Notre-Dame-de-Lourdes, Sainte-Sophie-d'Halifax.

Municipalité régionale de comté de Nicolet-Yamaska

Aston-Jonction, Baie-du-Febvre, Grand-Saint-Esprit, La Visitation-de-Yamaska, ville de Nicolet, Nicolet-Sud, paroisse de Notre-Dame-de-Pierreville, village de Pierreville, village de Saint-Célestin, Saint-Célestin, paroisse de Saint-Elphège, Sainte-Eulalie, Saint-François-du-Lac, paroisse de Saint-Jean-Baptiste-de-Nicolet, Saint-Léonard-d'Aston, Sainte-Monique,

paroisse de Sainte-Perpétue, paroisse de Saint-Thomas-de-Pierreville, Saint-Wenceslas, paroisse de Saint-Zéphirin-de-Courval.”.

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

3275

Gouvernement du Québec

O.C. 1383-99, 8 December 1999

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

Cartage

— Québec

— Amendments

Decree to amend the Decree respecting the cartage industry in the Québec region

WHEREAS the Government made the Decree respecting the cartage industry in the Québec region (R.R.Q., 1981, c. D-2, r. 7);

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

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

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* dated 25 August 1999 and, on the same date, in one English-language newspaper and, on 26 August 1999, in two French-language newspapers, 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 this draft Decree with amendments;

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

THAT the Decree to amend the Decree respecting the cartage industry in the Québec region, attached hereto, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Decree to amend the Decree respecting the cartage industry in the Québec region *

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

1. The first “WHEREAS” of the Decree respecting the cartage industry in the Québec region is amended:

1° by substituting the name “L’Association des transporteurs routiers de la région de Québec inc.” for the name “L’Association du camionnage du Québec Inc.”;

2° by substituting the name “Réseau environnement inc.” for the name “L’Association des entrepreneurs de services en environnement du Québec Inc.”.

2. The following is substituted for sections 4.01 to 4.03:

“**4.01.** The standard workweek is 41 hours scheduled over five days from Monday to Friday at 8 hours and 12 minutes per day. The duration of the standard workweek is reduced to 40 hours on 1 October 2000 and consequently, the duration of the standard workday is also reduced to eight hours.

The standard workweek for secretaries or shorthand typists and office clerks is 35 hours scheduled over five days from Monday to Friday at seven hours per day.

4.02. The employer and employees may agree, under a written contract for a term of at least six months, by collective agreement or following an agreement concluded between the employer and the employee or a majority of the employees concerned, to work schedule arrangements different from those provided for in section 4.01 for the number of hours in the standard workday and the number of days in the standard workweek.

* The last amendment to the Decree respecting the cartage industry in the Québec region (R.R.Q., 1981, c. D-2, r. 7) was made by the Regulation made under Order in Council No. 757-98 dated 3 June 1998 (1998, *G.O.* 2, 2216). For previous amendments, see the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 September 1999.

Such arrangements shall be more advantageous for the employee and not be for the purpose of avoiding the provisions respecting the payment of overtime hours.

The employer shall forward a copy of the written agreement to the parity committee before implementing the concluded arrangements”.

3. Section 4.04 is amended by inserting the words “without pay” after the words “rest period”.

4. This Decree is amended by substituting “4.02” for “4.03” everywhere it is found in sections 5.02, 6.04, 6.05, 6.06 and 9.03.

5. Section 7.01 is amended, in paragraphs 1° and 2°, by substituting the hiring rate “6,90 \$” for “6,85 \$”.

6. The following is substituted for section 7.02:

“**7.02.** 1. The minimum weekly wage of office clerks is the following as of 22 December 1999:

Hiring rate	After 6 months	After 12 months	After 18 months	After 24 months
241,50 \$	261,33 \$	281,43 \$	301,52 \$	321,64 \$;

2. The minimum weekly wage of secretaries or short-hand typists is the following as of 22 December 1999:

Hiring rate	After 6 months	After 12 months	After 18 months	After 24 months
269,04 \$	291,46 \$	313,88 \$	336,30 \$	358,72 \$.”.

7. Section 7.04 is amended by adding the words “in writing” at the end of subparagraph *i*.

8. The following is substituted for section 8.10:

“**8.10.** An employee who, during the performance of his duties, stays away from his residence on a holiday, a Saturday, a Sunday or due to a fortuitous event, is entitled to an indemnity equivalent to 8.2 times his prevailing hourly wage rate; the indemnity is reduced to 8 times his prevailing hourly wage rate as of 1 October 2000.”.

9. The following is substituted for section 9.08:

“**9.08.** The employee who is paid by the kilometre travelled shall receive as compensation for any holiday mentioned in section 9.02, the hourly rate of his classification provided in the Decree multiplied by 8.2 provided that he complies with the conditions mentioned in

section 9.04; that compensation is reduced to 8 times the hourly rate for his classification provided in the Decree as of 1 October 2000.”.

10. The following is substituted for section 12.01:

“**12.01.** This part remains in force until 31 December 2002. It is then automatically renewed from year to year thereafter, unless one of the contracting parties opposes it by a written notice sent to the Minister of State for Labour and Employment and Minister of Labour and to the other parties, during the month of September of the year 2002 or during the month of September of any subsequent year.”.

11. The following is substituted for sections 15.01 and 15.02:

“**15.01.** The standard workweek is 41 hours scheduled over a maximum of six days, from Monday to Saturday. The standard workday shall not exceed 10 hours and 15 minutes.

The duration of the standard workweek is reduced to 40 hours as of 1 October 2000 and consequently, the duration of the standard workday is also reduced to ten hours.”.

12. The following is substituted for section 16.02:

“**16.02.** Hours worked on Sunday are paid at twice the employee’s hourly wage provided for in the Decree.”.

13. The following is substituted for section 17.05:

“**17.05.** The employee who works on Sunday receives at least eight times his hourly wage provided for in the Decree.”.

14. The following is substituted for section 27.01:

“**27.01.** This part remains in force until 31 December 2002. It is then automatically renewed from year to year thereafter, unless one of the contracting parties opposes it by a written notice sent to the Minister of State for Labour and Employment and Minister of Labour and to the other parties, during the month of September of the year 2002 or during the month of September of any subsequent year.”.

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

Gouvernement du Québec

O.C. 1384-99, 8 December 1999

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

Cartage
— **Montréal**
— **Amendments**

CONCERNING the Decree to amend the Decree respecting the cartage industry in the Montréal region

WHEREAS the Government made the Decree respecting the cartage industry in the Montréal region (R.R.Q., 1981, c. D-2, r. 6);

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

WHEREAS, pursuant to sections 10, 12 and 13 of the Regulations Act (R.S.Q., c. R-18.1) and section 5 of the Act respecting collective agreement decrees (R.S.Q., c. D-2), a draft amendment decree, attached hereto, was published in Part 2 of the *Gazette officielle du Québec* of 10 November 1999 and, on the same date, in one French-language newspaper and one English-language newspaper, with a notice that it could be made by the Government upon the expiry of 16 days following that publication;

WHEREAS the 16-day period has expired;

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

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

THAT the Decree to amend the Decree respecting the cartage industry in the Montréal region, attached hereto, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Decree to amend the Decree respecting the cartage industry in the Montréal region *

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

1. The first “WHEREAS” of the Decree respecting the cartage industry in the Montreal region is amended by substituting the name “L’Association des transporteurs de la région de Montréal Inc.” for the the name “L’Association du camionnage du Québec Inc. (Section régionale de Montréal).”.

2. The following is substituted for section 1.01:

“**1.01.** In this Decree the following expressions mean:

1. “helper”: employee who assumes the duties of helper as required by the employer, except for the duties mentioned in paragraphs 2, 3, 4, 5 and 7;

2. “driver”: driver of an automobile;

3. “truck driver”: driver of a truck with two axles or more;

4. “tractor driver”: driver of a tractor semi-trailer;

5. “towmotor operator”: driver of a motor vehicle known as a “fork lift”;

6. “spouses”: means either of two persons who:

(a) are married and cohabiting;

(b) are living together in a de facto union and are the father and mother of the same child;

(c) are of opposite sex or the same sex and have been living together in a de facto union for one year or more;

7. “dockman” employee whose regular duties involve handling merchandise inside the warehouse or on the platform;

8. “uninterrupted service”: means the uninterrupted period during which the employee is bound to the employer by a contract of employment, even if the perfor-

* The last amendment to the Decree respecting the cartage industry in the Montréal region (R.R.Q., 1981, c. D-2, r. 6) was made by the regulation made under Order in Council No. 757-98 dated 3 June 1998 (1998, *G.O.* 2, 2216). For previous amendments, see the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 September 1999.

mance of the work has been interrupted without cancellation of the contract, and the period during which fixed term contracts succeed one another without an interruption that would, in the circumstances, give cause to conclude that the contract was not renewed.”

3. Section 2.04 is amended by substituting, in paragraph *e*, the words “or employees” for the words “, employees or artisans”.

4. The following is substituted for sections 3.01 and 3.02:

“**3.01.** The standard workday shall not exceed 12 hours, excluding meals.

3.02. The standard workweek shall be 40 hours, scheduled over six consecutive days within one calendar week from Sunday to Saturday inclusively.”

5. Section 3.03 is amended by deleting the second and third paragraphs.

6. Section 3.05 is revoked.

7. Section 3.07 is amended:

1. by substituting the following for the first paragraph:

“**3.07.** Except for a fortuitous event that prevents the work, an employee is entitled to a minimum indemnity of four consecutive hours of pay at his minimum hourly rate for each day that he reports to work, unless the employer or his representative gives him a previous notice not to report to work.”;

2. by deleting the second paragraph;

3. by substituting the word “four” for the number “7” in the third paragraph.

8. Section 3.08 is revoked.

9. The following is substituted for sections 4.01 and 4.02:

“**4.01.** Hours worked over 12 hours per day or over 40 hours per week are overtime hours.

4.02. Overtime hours are paid at time and a half the employee’s regular hourly wage, except for premiums established on an hourly basis.”

10. Sections 4.03 and 4.05 are revoked.

11. The following is substituted for section 5.01:

“**5.01.** Minimum hourly rates are the following for each job classification listed below:

Job classification	Hourly rate
1. helper	\$8.75;
2. driver	\$10.75;
3. truck driver	\$11.75;
4. tractor driver	\$12.25;
5. towmotor operator	\$11.75;
6. dockman	\$10.75.”.

12. Sections 5.02 to 5.05 are revoked.

13. Section 5.08 is amended by deleting paragraphs 2 to 4.

14. Sections 5.09 and 5.10 are revoked.

15. The following is substituted for section 5.11:

“**5.11.** The employee who, during the performance of his duties, remains outside of his residence on a holiday, his weekly day of rest, or due to a fortuitous event, is entitled to a minimum indemnity equal to his standard workday at his minimum hourly rate.”

16. The following is substituted for section 6.01:

“**6.01.** The following days are paid statutory holidays: 1 January, Good Friday, the Queen’s Birthday, 1 July, Labour Day, Thanksgiving and 25 December.

Easter Monday may be substituted for the Good Friday holiday for all or some of the employees.”

17. Section 6.05 is revoked.

18. Section 6.06 is amended:

1. by substituting the following for paragraph 1:

“1. Where a holiday coincides with a working day for an employee, the employer shall pay the employee an indemnity equal to the average of his daily wage for days worked during the complete pay period preceding such holiday, without considering overtime hours.”;

2. by substituting the following for paragraph 3:

“3. For 1 January and 25 December, the employee shall receive the indemnity provided for in paragraph 1, on the following conditions:

(a) he has been in the service of his employer for the 30 days preceding the holiday;

(b) he has worked 10 days during those 30 days;

(c) he has been available for the standard workday preceding and following the holiday, unless a fortuitous event occurred for which proof lies with the employee and must be submitted to the employer within the five days following the holiday, unless that day is included in his annual vacation.”.

19. The following is substituted for section 6.07:

“**6.07.** Hours worked on a holiday are paid at double time with a minimum of four consecutive hours paid at double time.”.

20. Section 6.08 is revoked.

21. Section 7.05 is amended by substituting the number “12” for the number “10”.

22. Section 7.06 is revoked.

23. Sections 8.02 to 8.03 are revoked.

24. The following is substituted for section 12.01:

“**12.01.** The Decree remains in force until 30 September 2000.”.

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

3271

Gouvernement du Québec

O.C. 1385-99, 8 December 1999

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

Automotive services
— **Lanaudière-Laurentides**
— **Amendments**

CONCERNING the Decree to amend the Decree respecting the automotive services industry in the Lanaudière-Laurentides region

WHEREAS the Government made the Decree respecting the automotive services industry in the Lanaudière-Laurentides region (R.R.Q., 1981, c. D-2, r. 44);

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

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

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 11 August 1999 and, on the same date, in a French-language newspaper and in an English-language newspaper and, on 14 and 15 August 1999, in two other French-language newspapers 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 this draft Decree with amendments;

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

THAT the Decree to amend the Decree respecting the automotive services industry in the Lanaudière-Laurentides region, attached hereto, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Decree to amend the Decree respecting the automotive services industry in the Lanaudière-Laurentides region*

An Act respecting collective agreement decrees (R.S.Q., c. D-2, s. 2, 6.1, 6.2 and 10)

1. The following is substituted for the title of the Decree respecting the automotive services industry in the Lanaudière-Laurentides region:

* The Decree respecting the automotive services industry in the Lanaudière-Laurentides region (R.R.Q., 1981, c. D-2, r. 44) was last amended by the Regulation made by Order in Council No. 1569-98 dated 16 December 1998 (1998, *G.O.* 2, 4815). For previous amendments, please refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 September 1999.

“Decree respecting the automotive services industry in the Lanaudière-Laurentides regions”.

2. The Decree is amended by striking out the part preceding Division 1.00.

3. The following is substituted for section 1.01:

“**1.01.** In this Decree, unless the context requires otherwise, the following expressions mean:

(1) “*apprentice*”: employee who learns one of the trades for which the parity committee delivers a qualification certificate;

(2) “*artisan*”: person working on his own account alone or in partnership and who performs work governed by the Decree for others;

(3) “*parts clerk*”: employee whose duties are related mainly to distributing or selling vehicle parts, accessories or tires where such parts, accessories or tires are distributed or sold to garages, service stations, parts shops, new or used car dealers and to any establishment whose activities are governed by the Decree or where such parts, accessories or tires are used by those establishments when performing work governed by the Decree and who has fulfilled the necessary conditions in order to obtain the qualification certificate required by the parity committee;

(4) “*messenger*”: employee working in an establishment where the work governed by the Decree is performed, whose duties are related mainly to delivering vehicle parts, accessories or tires;

(5) “*journeyman*”: employee whose duties are related mainly to performing one or another of the following tasks: maintenance, tests, inspection, changes and alterations or other work of the same type, necessary or useful to keep a vehicle in good working order, and who has been qualified by the parity committee for one or more of the following trades related to the automobile industry: wheelwright, bodyman, electrician, blacksmith, machinist, mechanic, upholsterer, upholsterer cleaner, painter, welder, radiator specialist, wheel alignment specialist, tune-up specialist, brake specialist, differential specialist, frame specialist, exhaust system specialist, tester, automatic transmission specialist, suspension specialist, parts man, tire specialist and door and moulding adjuster;

(6) “*spouse*”: means either of two persons who:

(a) are married and cohabiting;

(b) are living together in a de facto union and are the father and mother of the same child;

(c) are of opposite sex or the same sex and have been living together in a de facto union for one year or more;

(7) “*dismantler*”: employee whose duties are related mainly to dismantling a vehicle for the purposes of selling or storing the parts;

(8) “*grade*”: period during which an employee acquires 2 000 hours of experience in one of the trades provided for in the Decree. Only those hours currently worked are taken into account in the computation of hours of experience;

(9) “*combination of road vehicles*”: a combination of vehicles composed of a motorized heavy road vehicle hauling a trailer, a semi-trailer or a detachable axle;

(10) “*washer*”: employee whose duties are related mainly to one or another of the following tasks: washing, cleaning, wiping or waxing vehicles or their parts, by hand or with machines;

(11) “*semiskilled worker*”: employee whose duties are related mainly to one or another of the following tasks:

(a) restoring, overhauling, repairing or retooling vehicle parts or accessories without assembling them on the vehicle, and examining parts or accessories sold with guarantees, whether or not they are installed on a vehicle, where they are returned because of a defect;

(b) installing accessories, upholstery, hubcaps, windshields or windows;

(c) installing, repairing, removing or installing a radiator, trailer hitch or radio;

(d) installing and repairing plates and springs of a heavy road vehicle or a combination of road vehicles;

(12) “*pump attendant*”: employee whose duties are related mainly to the sale of gasoline or lubricants and to the supervision of pumps;

(13) “*service attendant*”: employee whose duties are related mainly to one or another of the following tasks:

(a) lubricating, changing oil, applying anti-rust, balancing wheels, installing, repairing, removing or installing shock absorbers, windshield wipers, headlights, filters, tires and mufflers, and installing or boosting vehicle batteries;

(b) transporting customers only if he performs other tasks governed by the Decree;

(14) “service attendant 1st or 2nd class”: any employee who, after the fourth grade, performs, in addition of any of the tasks listed in paragraph (13), tune-ups and brake repairs;

(15) “uninterrupted service”: the uninterrupted period during which the employee is bound to the employer by a contract of employment, even if the performance of work has been interrupted without cancellation of the contract, and the period during which fixed-term contracts succeed one another without an interruption that would, in the circumstances, give cause to conclude that the contract was not renewed;

(16) “vehicle”: a combination of road vehicles and a heavy road vehicle within the meaning of this Decree as well as a motor vehicle and a road vehicle as defined in section 4 of the Highway Safety Code (R.S.Q., c. C-24.2), excluding mopeds and motorcycles as defined in section 4 of the Code, an all-terrain vehicle as defined in section 1 of the Regulation respecting all-terrain vehicles made by Order in Council No. 58-88 dated 13 January 1988, a snowmobile as defined in section 1 of the Regulation respecting snowmobiles (R.R.Q. 1981, c. C-24, r. 21) and any other vehicle intended to be used off public roads owing to its nature, purpose or the operation of a law;

(17) “heavy road vehicle”: a road vehicle whose net mass is 4 500 kg or more.”

4. The Decree is amended by adding, after section 1.01, the following:

“1.02 Names of Contracting Parties

(1) Group representing the employer contracting party:

Corporation des concessionnaires d’automobiles des Laurentides;

Automotive industries Association of Canada;
Association des spécialistes du pneu du Québec inc.;
L’Association des marchands Canadian Tire du Québec inc.;

Automotive Services Association;

(2) Group representing the union party:

National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), local 4511;

Syndicat national des employés de garage du Québec inc..”

5. The following is substituted for the heading of Division 2.00:

“2.00. Jurisdiction”.

6. The following is substituted for section 2.01:

“2.01. Professional and Industrial Jurisdictions:

(1) The Decree applies to the following work:

(a) repairing, altering or inspecting a vehicle, its parts or accessories;

(b) restoring, overhauling, repairing, retooling or any other work of the same type performed on vehicle parts, accessories or tires, as well as their installation on that vehicle;

(c) completely or partially dismantling a vehicle;

(d) selling gasoline, lubricants or any other similar products used for a vehicle where, in the establishment where such work is performed, work specified in paragraph *a, b, c, f* or *g* is also performed;

(e) washing, waxing or cleaning a vehicle where, in the establishment where such work is performed, work specified in paragraph *a, b, c, f* or *g* is also performed;

(f) distributing or selling vehicle parts, accessories or tires to garages, service stations, parts shops, new or used car dealers or to any establishment whose activities are governed by the Decree;

(g) distributing or selling vehicle parts, accessories or tires by an establishment specified in paragraph *f*, when performing work governed by the Decree;

(h) delivering vehicle parts, accessories or tires where, in the establishment where such work is performed, other work governed by the Decree is also performed.

(2) **Exclusions:** The Decree does not apply to:

(a) work specified in subsection 1 where done exclusively for the employer’s own service or own needs or where done exclusively on farm machinery;

(b) work specified in subsection 1 performed on a vehicle leased for 12 months or less if the economic activity of the establishment where the work is performed consists solely in leasing motor vehicles; however, that work, when performed on a vehicle leased for more than 12 months, is governed by this Decree;

(c) vulcanizing and retreading;

(d) the sale of vehicle parts, accessories or tires to parts shops or to wholesalers carried out:

- i. in a warehouse or in a distribution centre;
- ii. in a warehouse only, where the establishment of the employer utilizes it, at the same time, as a warehouse and a parts shop.”

7. The following is substituted for sections 3.01 to 10.08:

“**3.01.** The regular workweek is 40 hours scheduled:

(1) from Monday to Friday, for the apprentice and the journeyman;

(2) from Monday to Saturday, for the dismantler and the semiskilled worker;

(3) over no more than five consecutive days for the parts clerk, the messenger, the service attendant and the service attendant 1st or 2nd class;

(4) over no more than six consecutive days for the washer and the pump attendant;

(5) over no more than six consecutive days for all the employees of an employer where the work specified in paragraph *a* or *b* of subsection 1 of section 2.01 is performed on heavy road vehicles or on combinations of road vehicles or pertains to such vehicles or combinations of vehicles.

3.02. The standard workday is no more than 10 hours scheduled over a maximum period of 11 consecutive hours.

3.03. An employee may require a rest period of up to one hour, without pay, for meals, and the employer cannot require the employee to work more than five consecutive hours between each meal. That period is remunerated if the employee is not authorized to leave his work station.

3.04. An employee is deemed to be at work during the coffee break.

3.05. An employee is entitled to a weekly minimum rest period of 24 consecutive hours.

4.00. Overtime Hours

4.01. Hours worked in addition to the standard workday or workweek entail a premium of 50 % of the hourly wage currently paid to the employee, except for premiums computed on an hourly basis.

Notwithstanding the first paragraph, the employer may, at the request of the employee, replace the payment of overtime by paid leave equivalent to the overtime worked plus 50 %.

That leave must be taken during the 12 months following the overtime worked at a date agreed upon between the employer and the employee; otherwise the overtime must be paid. However, where the contract of employment is terminated before the employee is able to benefit from the leave, the overtime must be paid at the same time as the last payment of wages.

4.02. For the purposes of computing overtime, annual leave and paid statutory general holidays are counted as days of work.

4.03. Hours worked between 9:00 p.m. and 7:00 a.m. by employees, except for employees specified in subsection 5 of section 3.01 entail a premium of \$0.50 of the hourly rate currently paid.

5.00. Recall to Work

5.01. An employee who reports to work at his place of employment at the express demand of his employer or in the regular course of his employment and who works fewer than three consecutive hours, except in the case of a fortuitous event, is entitled to an indemnity equal to three hours at his hourly rate currently paid and, as the case may be, increased, in accordance with section 4.01.

5.02. An employee who is at his place of employment and is required to wait for work to be assigned to him is deemed to be working.

6.00. Statutory General Holidays

This Division applies to all employees, except for section 6.07 which applies to pump attendants and to washers only.

6.01. The following days are paid statutory general holidays, regardless of the day of the week on which they fall: 1 and 2 January, Good Friday or Easter Monday, the Monday preceding 25 May, 1 July or, if that date falls on a Sunday, 2 July, the first Monday of September, the second Monday of October and 25 and 26 December.

For 24 and 31 December 1999, the employer also grants to each of his employees as paid statutory general holidays, the equivalent of four hours of work. Despite the provisions of sections 6.02 and 6.03, the employer pays the employee, for each of those days, an indemnity equal to his remuneration for four hours of work.

6.02. To be entitled to a 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 on the first working day of his work schedule preceding and following that holiday.

However, an employee is deemed not to be absent from work on the first working day of his work schedule preceding and following a holiday if:

(1) the absence of the employee is authorized by a law or the employer or is for a valid reason, and if the employee receives for that holiday no indemnity from the Commission de la santé et de la sécurité du travail;

(2) the employee was laid off for less than 30 days preceding or following that holiday.

6.03. The employer must pay to an employee who is entitled to a holiday provided for in section 6.01 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 hours.

6.04. An employee who must work on one of the holidays provided for in section 6.01 is paid for the hours worked at his wage currently paid, as well as receiving the indemnity for that day.

6.05. If an employee is on annual leave on one of the holidays provided for in section 6.01, the employer must pay him the indemnity provided for in section 6.03 or grant him a compensatory holiday of one day on a date agreed upon between the employer and the employee.

6.06. St. John the Baptist's Day is a statutory general holiday under the National Holiday Act (R.S.Q., c. F-1-1).

6.07. A pump attendant and a washer are entitled to the holiday provided for in section 6.01 where that holiday falls on a working day, if they are credited with 60 days of uninterrupted service in the undertaking and are not absent from work without the employer's authorization or without a valid reason, on the first working day of their work schedule before or after that holiday.

The first paragraph does not confer any benefit on employees who would not have been entitled to remuneration on a day listed in section 6.01, except insofar as section 6.05 applies.

7.00. Annual Leaves with Pay

7.01. The reference year is a period of 12 consecutive months during which an employee progressively acquires entitlement to an annual leave. That period

extends from 1 May of the preceding year to 30 April of the current year.

7.02. An employee who, at the end of a reference year, is credited with less than one year of uninterrupted service with the same employer during that period, is entitled to an uninterrupted leave for a duration determined at the rate of one working day for each month of uninterrupted service, for a total leave not exceeding two weeks.

The indemnity for that leave is 4 % of the gross wages of the employee during the reference year.

7.03. An employee who, at the end of a reference year, is credited with one year of uninterrupted service with the same employer during that period, is entitled to an annual leave of a minimum duration of two consecutive weeks.

The indemnity for that leave is 4 % of the gross wages of the employee during the reference year.

Where the employee so requests, he is also entitled to one week of additional annual leave without pay.

7.04. An employee who, at the end of a reference year, is credited with five years of uninterrupted service with the same employer during that period, is entitled to an annual leave of a minimum duration of three consecutive weeks.

The indemnity for that leave is 6 % of the gross wages of the employee during the reference year.

7.05. The annual leave must be taken within 12 months following the end of the reference year.

Any period of salary insurance, sickness insurance or disability insurance interrupted by a leave taken in accordance with the first paragraph is continued, where applicable, after the leave, as if it had never been interrupted.

7.06. The annual leave may be divided into two periods where so requested by the employee. However, the employer may refuse this request if he closes his establishment for a period equal to or greater than that of the employee's annual leave.

The annual leave may also be divided into more than two periods where so requested by the employee, provided the employer consents thereto.

A leave not exceeding one week cannot be divided.

7.07. An employee is entitled to know the date of his annual leave at least four weeks in advance.

An employee must notify the employer at least four weeks in advance as to when he prefers to take his annual leave.

7.08. An employee must receive the indemnity for the annual leave in a single payment before the leave begins.

However, where the annual leave is divided in accordance with section 7.06, the indemnity will correspond to the fraction of the annual leave.

7.09. Employers are prohibited from replacing a leave provided for in sections 7.02 to 7.04 by a compensatory indemnity. At the request of the employee, the third week may, however, be replaced by a compensatory indemnity if the establishment closes for two weeks on the occasion of the annual leave.

7.10 Should an employee provided for in sections 7.03 and 7.04 be absent owing to sickness or an accident or is on maternity leave during the reference year and should that absence result in the reduction of that employee's annual leave indemnity, the employee is then entitled to an indemnity equal, as the case may be, to twice or three times the weekly average of the wage earned during the period of work. An employee provided for in section 7.02 whose annual leave is less than two weeks is entitled to that amount in proportion to the days of leave credited to his account.

Notwithstanding the first paragraph, the annual leave indemnity must not exceed the indemnity to which the employee would have been entitled if he had not been absent or on leave owing to a reason provided for in the first paragraph.

7.11. Where an employee quits his employment, he receives the indemnity related to the leave acquired before the preceding 1 May, if the leave was not taken, as well as the indemnity due to him for the period which has elapsed since that date.

8.00. Special Leaves

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

8.02. 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 spouse.

8.03. In the circumstances referred to in sections 8.01 and 8.02, the employee must advise his employer of his absence as soon as possible.

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 spouse.

The employee must advise his employer of his absence not less than one week in advance.

8.05. An employee may be absent from work for five days by reason of 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.

The employee must advise his employer of his absence as soon as possible.

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

9.00. Wages

9.01. The minimum hourly wage rates are as follows:

Trades	As of 2000 02 01	As of 2000 07 01	As of 2001 01 01
1. Apprentice:			
1st grade	\$727	\$7.63	\$8.00
2nd grade	\$8.03	\$8.27	\$8.50
3rd grade	\$8.73	\$8.87	\$9.00
2. Journeyman:			
A	\$13.23	\$14.37	\$15.50
B	\$11.98	\$12.62	\$13.25
C	\$10.60	\$11.30	\$12.00
D	\$9.73	\$10.12	\$10.50

Trades	As of 2000 02 01	As of 2000 07 01	As of 2001 01 01
3. Parts Clerk:			
1st grade	\$7.10	\$7.30	\$7.50
2nd grade	\$7.20	\$7.50	\$7.80
3rd grade	\$7.73	\$8.07	\$8.40
4th grade	\$8.33	\$8.62	\$8.90
4th class	\$8.98	\$9.27	\$9.55
3rd class	\$9.88	\$10.17	\$10.45
2nd class	\$10.50	\$10.75	\$11.00
1st class	\$11.05	\$11.30	\$11.50
4. Messenger:			
	\$7.18	\$7.47	\$7.75
5. Dismantler:			
	\$7.52	\$8.13	\$8.75
6. Washer:			
	\$7.10	\$7.30	\$7.50
7. Semiskilled worker:			
	\$7.52	\$8.13	\$8.75
8. Pump Attendant:			
	\$7.00	\$7.00	\$7.00
9. Service Attendant:			
1st grade	\$7.18	\$7.47	\$7.75
2nd grade	\$7.35	\$7.80	\$8.25
3rd grade	\$7.92	\$8.33	\$8.75
4th grade	\$8.52	\$8.88	\$9.25
2nd class	\$10.00	\$10.00	\$10.00
1st class	\$11.25	\$11.25	\$11.25

9.02. Wages must be paid in cash in a sealed envelope or by cheque by Thursday at the latest. The payment may be made by bank transfer if so provided in a written agreement.

An employee is deemed not to have received payment of the wages due to him if the cheque delivered to him is not cashable within two working days following its receipt.

After agreement with his employees, an employer may pay them every two weeks.

The wages of an employee must be paid directly to him, at his place of employment and on a working day, except where the payment is made by bank transfer or is sent by mail. The wages of an employee may also, at his written request, be remitted to a third person.

If the usual day of payment of wages falls on a statutory general holiday, the wages are paid to the employee on the working day preceding that day.

9.03. The employer must remit to the employee, together with his wages, a pay sheet containing sufficient information to enable the employee to verify the compu-

tation of his wages. That pay sheet must include, in particular, the following information, where applicable:

- (1) the name of the employer;
- (2) the surname and given name of the employee;
- (3) the identification of the employee's occupation;
- (4) the date of the payment and the work period corresponding to the payment;
- (5) the number of hours paid at his current rate;
- (6) the number of hours of overtime paid, cumulated or replaced by a leave with the applicable premium;
- (7) the nature and amount of the bonuses, premiums, commissions, indemnities or allowances that are being paid;
- (8) the current hourly rate;
- (9) the amount of wages before deductions;
- (10) the nature and amount of the deductions being effected;
- (11) the amount of the net wages paid to the employee.

9.04. The hourly wage rates provided for in section 9.01 are minimum hourly rates. Any commission, bonus, premium and any other form of remuneration must be paid to the employee in addition to the minimum hourly wage rate. No compensation or benefit having pecuniary value may be taken into account in computing the minimum hourly rate.

9.05. No signing formality other than that establishing that the sum remitted to the employee corresponds to the amount of net wages indicated on the pay sheet may be required upon payment of the wages.

9.06. Acceptance of a pay sheet by an employee does not entail his renunciation of the payment of all or part of the wages that are due to him.

9.07. No employer may make deductions from wages unless he is required to do so pursuant to an Act, a regulation, a court order, a collective agreement, a decree or unless he is authorized to do so in writing by the employee.

The employee may at any time revoke that authorization. The employer must remit the sums so withheld to their intended receiver.

9.08. Any gratuity paid directly or indirectly by a patron to an employee belongs to him of right and does not form part of the wages that are otherwise due to him. Any gratuity collected by the employer must be remitted to the employee. The word “gratuity” includes the service charge added to the patron’s bill.

9.09. An employee called upon occasionally or regularly to perform tasks in different trades receives the hourly wage corresponding to his new trade receiving the most pay and is entitled to all the related conditions of employment.

An employee assigned permanently to a new trade receives the hourly wage corresponding to his new trade and is entitled to all the related conditions of employment.

9.10. If an employer terminates an employee’s contract of employment and takes him back in the same employment within six months before the end of the contract, he must pay to the employee at least the wage rate he paid to him before the end of the contract of employment.

9.11. Notwithstanding any other provision of the Decree, the employee’s weekly wage must not be less than the wage he would receive if he were remunerated in accordance with the Regulation respecting labour standards (R.R.Q. 1981, c. N-1.1, r. 3).

10.00. Notice of Termination of Employment or Layoff, and Work Certificate

10.01. An employer must give written notice to an employee before terminating his contract of employment or laying him off for six months or more.

That notice shall be of one week if the employee is credited with less than one year of uninterrupted service, two weeks if he is credited with one year to five years of uninterrupted service, four weeks if he is credited with five years to ten years of uninterrupted service and eight weeks if he is credited with ten years or more of uninterrupted service.

A notice of termination of employment given to an employee during the period when he is laid off is null, except in the case of employment that usually lasts for not more than six months each year due to the influence of the seasons.

10.02. Section 10.01 does not apply to an employee:

(1) who does not have three months of uninterrupted service;

(2) whose contract for a fixed term or for a specific undertaking expires;

(3) who has committed a serious fault;

(4) for whom the end of the contract of employment or the layoff is a result of a fortuitous event.

10.03. An employer who does not give the notice prescribed in section 10.01, or who gives a notice of an insufficient period, must pay the employee a compensatory indemnity equal to his regular wage, excluding overtime, for a period equal to the period or remaining period of notice to which he was entitled.

That indemnity must be paid at the time the employment is terminated or at the time the employee is laid off for a period expected to last more than six months, or at the end of a period of six months after a layoff of indeterminate length, or a layoff expected to last less than six months but which exceeds that period.

10.04. At the expiry of the contract of employment, an employee may require his employer to issue to him a work certificate in which the following information, and only the following information, is set forth: the nature and the duration of the employment, the dates on which his employment began and terminated, and the name and address of the employer. The certificate must not carry any mention of the quality of the work or the conduct of the employee.”.

8. The following is substituted for sections 12.00 and 12.01:

“12.00. Uniforms

12.01. Where an employer requires that a uniform be worn, he cannot deduct any amount from the salary for the purchase, use or care of the uniform.

13.00. Duration of the Decree

13.01. This Decree remains into force until 22 December 2001. It is then renewed automatically from year to year, unless the group comprising the employer contracting party or the union contracting party opposes it by sending written notice to the Minister of State for Labour and Employment and Minister of Labour and to all the contracting parties comprising the other group, during June 2001 or during the June of any subsequent year.”.

9. Schedule 1 of the Decree is amended:

- (1) by substituting “Région de Lanaudière” for the title “Administrative region 14 – Lanaudière”.
- (2) by substituting “Crabtree” for “village de Crabtree”;
- (3) by inserting “Entrelacs,” after “Crabtree.”
- (4) by substituting “de l’Assomption” for “et paroisse de l’Assomption”;
- (5) by striking out “paroisse de Lac-Paré”;
- (6) by substituting “ville de La Plaine” for “paroisse de La Plaine”;
- (7) by substituting “Notre-Dame-des-Prairies” for “paroisse de Notre-Dame-des-Prairies”;
- (8) by substituting “Rawdon” for “village et canton de Rawdon”;
- (9) by striking out “paroisse de Sacré-Coeur-de-Crabtree”;
- (10) by substituting “Saint-Cléophas-de-Brandon” for “paroisse de Saint-Cléophas”;
- (11) by substituting “Saint-Cuthbert” for “paroisse de Saint-Cuthbert”;
- (12) by substituting “Saint-Félix-de-Valois” for “village et paroisse de Saint-Félix-de-Valois”;
- (13) by substituting “Saint-Jacques” for “village et paroisse de Saint-Jacques”;
- (14) by substituting “Saint-Jean-de-Matha” for “paroisse de Saint-Jean-de-Matha”;
- (15) by substituting “Saint Lin” for “paroisse de Saint-Lin”;
- (16) by substituting “Saint-Thomas” for “paroisse de Saint-Thomas”;
- (17) by substituting “Saint-Zénon” for “paroisse de Saint-Zénon”;
- (18) by substituting “Sainte-Béatrix” for “paroisse de Sainte-Béatrix”;
- (19) by substituting “Sainte-Émélie-de-l’Énergie” for “paroisse de Sainte-Émélie-de-l’Énergie”;
- (20) by substituting “Sainte-Julienne” for “paroisse de Sainte-Julienne”;
- (21) by substituting “Sainte-Mélanie” for “paroisse de Sainte-Mélanie”;
- (22) by substituting “Région des Laurentides” for the title “Administrative region 15 - Laurentides”;
- (23) by substituting “ville de Bellefeuille” for “paroisse de Bellefeuille”;
- (24) by striking out “Entrelacs”;
- (25) by substituting “Ferme-Neuve” for “village et paroisse de Ferme-Neuve”;
- (26) by substituting “Kiamika” for “canton de Kiamika”;
- (27) by substituting “L’Ascension” for “paroisse de L’Ascension”;
- (28) by substituting “La Minerve” for “canton de La Minerve”;
- (29) by striking out “village du Lac-Carré”;
- (30) by substituting “ville de Lafontaine” for “village de Lafontaine”;
- (31) by substituting “Montcalm” for “canton de Montcalm”;
- (32) by striking out “village de Mont-Rolland”;
- (33) by substituting “Point-Calumet” for “village de Pointe-Calumet”;
- (34) by substituting “ville de Prévost” for “Prévost”;
- (35) by substituting “Saint-Faustin-Lac-Carré” for “Saint-Faustin”;
- (36) by substituting “Saint-Joseph-du-Lac” for “paroisse de Saint-Joseph-du-Lac”;
- (37) by substituting “Sainte-Placide” for “village et paroisse de Sainte-Placide”;
- (38) by striking out “village de Sainte-Agathe-Sud”.

10. With respect to section 11, the definition of the word “grade” and the definitions of the trades specified in section 1.01, as well as the wage scales provided for in section 9.01 of the Decree, as read before the coming into force of this Decree, apply until 31 January 2000.

11. This Decree comes into force on the day of its publication in the *Gazette officielle du Québec*, except for paragraphs 3, 4, 7, 8 and 10 to 14 of section 1.01 of the Decree, made by section 3 of this Decree, which comes into force on 1 February 2000.

3277

Gouvernement du Québec

O.C. 1386-99, 8 December 1999

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

Automotive services
— **Montréal**
— **Amendments**

Decree to amend the Decree respecting the automotive services industry in the Montréal region

WHEREAS the Government made the Decree respecting the automotive services industry in the Montréal region (R.R.Q., 1981, c. D-2, r. 46));

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

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

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 to this Order in Council was published in Part 2 of the *Gazette officielle du Québec* of 11 August 1999 and, on the same date, in a French-language newspaper and in an English-language newspaper 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 this draft Decree with amendments;

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

THAT the Decree to amend the Decree respecting the automotive services industry in the Montréal region, attached hereto, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Decree to amend the Decree respecting the automotive services industry in the Montréal region*

An Act respecting collective agreement decrees (R.S.Q., c. D-2, s. 2, 6.1, 6.2 and 10)

1. The Decree is amended by striking out the part preceding Division 1.00.

2. The following is substituted for section 1.01:

“**1.01.** In this Decree, unless the context requires otherwise, the following expressions mean:

(1) “apprentice”: employee who learns one of the trades for which the parity committee issues a qualification certificate;

(2) “artisan”: person working on his own account alone or in partnership and who performs work governed by the Decree for others;

(3) “parts clerk”: employee whose duties are related mainly to distributing or selling vehicle parts, accessories or tires where such parts, accessories or tires are distributed or sold to garages, service stations, parts shops, new or used car dealers and to any establishment whose activities are governed by the Decree or where such parts, accessories or tires are used by those establishments when performing work governed by the Decree;

(4) “messenger”: employee working in an establishment where work governed by the Decree is performed, whose duties are related mainly to delivering vehicle parts, accessories or tires;

(5) “journeyman”: employee whose duties are related mainly to maintenance, tests, inspections, repairs, alterations or other work of the same type, necessary or

* The Decree respecting the automotive services industry in the Montréal region (R.R.Q., 1981, c. D-2, r. 46) was last amended by the Regulation made by Order in Council No. 1569-98 dated 16 December 1998 (1998, *G.O.* 2, 4815). For previous amendments, refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 September 1999.

useful to keep a vehicle in good working order, and who has been qualified by the parity committee for one or more of the following trades related to the automobile industry: bodyman, electrician, general mechanic, painter, upholsterer, tune-up specialist, radiator repair specialist, gas welder, arc welding, trim man, alignment and suspension specialist, automatic transmission mechanic;

(6) “spouse”: means either of two persons who:

(a) are married and cohabiting;

(b) are living together in a de facto union and are the father and mother of the same child;

(c) are of opposite sex or the same sex and have been living together in a de facto union for one year or more;

(7) “dismantler”: employee whose duties are related mainly to dismantling a vehicle for the purposes of selling or storing the parts;

(8) “grade”: period during which an employee acquires 2 000 hours of experience in one of the trades provided for in the Decree. Only the annual leave, the special leaves and the paid statutory general holidays are taken into account in the computation of hours of experience;

(9) “combination of road vehicles”: a combination of vehicles composed of a motorized heavy road vehicle hauling a trailer, a semi-trailer or a detachable axle;

(10) “washer”: employee whose duties are related mainly to one or another of the following tasks: washing, cleaning, wiping or waxing vehicles or their parts, by hand or with machines;

(11) “brake mechanic”: employee whose main duty is to see that everything pertaining to the proper functioning of brakes is in good order. Before being classified as a brake mechanic, the employee must have completed two years as an apprenticed mechanic and then he may apply to take the examinations prepared by the parity committee;

(12) “automatic transmission mechanic”: journeyman whose duty is related mainly to repairing automatic transmissions;

(13) “semiskilled worker”: employee whose duties are related mainly to one or another of the following tasks:

(a) restoring, overhauling, repairing or retooling vehicle parts or accessories without assembling them on the vehicle, and examining parts or accessories sold with guarantees, whether or not they are installed on a vehicle, where they are returned because of a defect;

(b) installing upholstery, hubcaps, windshield or windows;

(14) “trim man”: journeyman whose main duty is to installing safety belts, performing minor welding, performing minor paint touch-ups, replacing and adjusting and installing window and seat regulators that are manually or electrically operated, adjusting and repairing locks in general, adjusting the tops of convertible vehicles and repairing the related mechanism, locating and eliminating body noises, locating and eliminating water and dust infiltration, performing alignments on doors and windows, installing and aligning body mouldings, adjusting windows, doors, fenders, hoods and trunk doors, installing minor accessories on the vehicle required by the customer on buying the vehicle, installing or removing radios on vehicles, removing or installing the rear defroster, removing the mirror control, removing windshield wipers;

(15) “alignment and suspension specialist”: journeyman whose duties are related mainly to performing repairs involving the suspension and alignment of a vehicle;

(16) “pump attendant”: employee whose duties are related mainly to the sale of gasoline or lubricants and to the supervision of pumps;

(17) “service attendant”: employee whose duties are related mainly to one or another of the following tasks:

(a) lubricating, changing oil, applying anti-rust, balancing wheels, installing, repairing or dismantling shock absorbers, windshield wipers, headlights, filters, tires, mufflers, and installing or boosting batteries on a vehicle;

(b) transporting customers only if he performs other tasks governed by the Decree;

(18) “uninterrupted service”: the uninterrupted period during which the employee is bound to the employer by a contract of employment, even if the performance of work has been interrupted without cancellation of the contract, and the period during which fixed-term contracts succeed one another without an interruption that would, in the circumstances, give cause to conclude that the contract was not renewed;

(19) “vehicle”: a combination of road vehicles and a heavy road vehicle within the meaning of this Decree as well as a motor vehicle and a road vehicle as defined in section 4 of the Highway Safety Code (R.S.Q., c. C-24.2), excluding mopeds and motorcycles as defined in section 4 of that Code, an all-terrain vehicle as defined in section 1 of the Regulation respecting all-terrain vehicles made by Order in Council No. 58-88 of 13 January 1988, a snowmobile as defined in section 1 of the Regulation respecting snowmobiles (R.R.Q., 1981, c. C-24, r. 21) and any other vehicle intended to be used off public roads owing to its nature, purpose or the operation of a law;

(20) “heavy road vehicle”: a road vehicle whose net mass is 4 500 kg or more.”.

3. The following is added after section 1.01:

“1.02. Names of Contracting Parties

(1) Group representing the employer contracting party:

La Corporation des concessionnaires d’automobiles de Montréal inc.;

The Automobile Industries Association of Canada;
Association des spécialistes du pneu du Québec inc.;

L’Association des marchands Canadian Tire du Québec inc.;

Association des services de l’automobile;

(2) Group representing the union party:

Syndicat national de l’automobile, de l’aérospatiale, du transport et des autres travailleurs et travailleuses du Canada (TCA-Canada), section locale 4511;

Syndicat national des employés de garage du Québec inc..”.

4. The following title is substituted for Division 2.00:

“2.00. Jurisdiction”.

5. The following is substituted for section 2.01:

“2.01. Professional and Industrial Jurisdiction

1. The Decree applies to the following work:

(a) repairing, altering or inspecting a vehicle, its parts or accessories;

(b) restoring, overhauling, repairing, retooling, or any other work of the same type performed on vehicle parts, accessories or tires, as well as their installation on that vehicle;

(c) completely or partially dismantling a vehicle;

(d) selling gasoline, lubricants or any other similar products used for a vehicle where, in the establishment where such work is performed, work specified in paragraph *a, b, c, f* or *g* is also performed;

(e) washing, waxing or cleaning a vehicle where, in the establishment where such work is performed, work mentioned in paragraph *a, b, c, f* or *g* is also performed;

(f) distributing or selling vehicle parts, accessories or tires to garages, service stations, parts shops, new or used car dealers or to any establishment whose activities are governed by the Decree;

(g) distributing or selling vehicle parts, accessories or tires by an establishment specified in paragraph *f* when performing work governed by the Decree;

(h) delivering vehicle parts, accessories or tires where, in the establishment where such work is performed, other work governed by the Decree is also performed.

2. Exclusions: The Decree does not apply to:

(a) work specified in subsection 1 when done exclusively for the employer’s own service or own needs or when done exclusively on farm machinery;

(b) work specified in subsection 1 performed on a vehicle leased for 12 months or less if the economic activity of the establishment where the work is performed consists solely in leasing motor vehicles; however, that work is governed by this Decree, when performed on a vehicle leased for more than 12 months;

(c) vulcanizing and retreading;

(d) the sale of vehicle parts, accessories or tires to parts shops or to wholesalers carried out:

i. in a warehouse or in a distribution centre;

ii. in a warehouse only, where the establishment of the employer utilizes it, at a same time, as a parts warehouse and as a parts shop.”.

6. Section 2.02 is amended:

(1) by substituting “within the boundaries of the following municipalities: ville d’Anjou, ville de Baie-d’Urfé, ville de Beaconsfield, ville de Boucherville, ville de Brossard, ville de Candiac, ville de Châteauguay, cité de Côte-Saint-Luc, ville de Dollard-des-Ormeaux, cité de Dorval, ville de Greenfield Park, ville de Hampstead,

ville de Kirkland, ville de Lachine, ville de La Prairie, ville de LaSalle, ville de Laval, ville de Le Moyne, ville de l'Île-Bizard, ville de l'Île-Dorval, ville de l'Île-Perrot, ville de Longueuil, ville de Montréal, ville de Montréal-Est, ville de Montréal-Nord, ville de Montréal-Ouest, ville de Mont-Royal, ville d'Outremont, ville de Pincourt, ville de Pierrefonds, ville de Pointe-Claire, ville de Roxboro, ville de Sainte-Anne-de-Bellevue, ville de Sainte-Geneviève, ville de Saint-Hubert, ville de Saint-Lambert, ville de Saint-Laurent, ville de Saint-Léonard, ville de Saint-Pierre, village de Senneville, Terrasse-Vaudreuil, ville de Varennes, ville de Verdun, ville de Westmount" for "on the island of Montréal and the Island of St-Paul (commonly called Nun's Island), Ile Jésus, Ile Bizard, Ile Perrot and the municipalities of Varennes, Boucherville, Longueuil, Saint-Lambert, Lemoyne, Brossard, Greenfield Park, Laflèche, Saint-Hubert, Laprairie, Candiac, Châteauguay";

(2) by striking out "Châteauguay Centre";

(3) by substituting "ville de Delson, ville de Saint-Constant, ville de Sainte-Catherine, ville de Vaudreuil-Dorion, Notre-Dame-de-l'Île-Perrot" for "Delson, Saint-Constant, Sainte-Catherine-d'Alexandrie, Dorion, Vaudreuil, Notre-Dame".

7. The following is substituted for sections 3.00 to 9.05:

"3.00. Working Hours

3.01. The standard workweek is 40 hours scheduled:

(1) from Monday to Friday, for the apprentice, journeyman, brake mechanic, automatic transmission mechanic, trim man and the alignment and suspension specialist;

(2) from Monday to Saturday, for the dismantler and the semiskilled worker;

(3) over no more than five consecutive days for the parts clerk, the messenger, the washer, the service attendant and the pump attendant;

(4) over no more than six consecutive days for all the employees of an employer where the work specified in paragraph *a* or *b* of subsection 1 of section 2.01 is performed on heavy road vehicles or combinations of road vehicles or pertains to such vehicles or combinations of vehicles.

3.02. The standard workday is no more than 10 hours scheduled over a maximum period of 11 consecutive hours.

3.03. An employee may require a rest period up to one hour, without pay, for meals, and the employer cannot require the employee to work more than five consecutive hours between each meal. That period is remunerated if the employee is not authorized to leave his work station.

3.04. An employee is deemed to be at work during the coffee break.

3.05. An employee is entitled to a weekly rest period of 24 consecutive hours.

4.00. Overtime Hours

4.01. Hours worked in addition to the standard workday or workweek entail a premium of 50 % of the hourly wage currently paid to the employee, except for premiums computed on an hourly basis.

Notwithstanding the first paragraph, the employer may, at the request of the employee, replace the payment of overtime by paid leave equivalent to the overtime worked plus 50 %.

That leave must be taken during the 12 months following the overtime worked at a date agreed upon between the employer and the employee; otherwise the overtime must be paid. However, where the contract of employment is terminated before the employee is able to benefit from the leave, the overtime must be paid at the same time as the last payment of wages.

4.02. For the purposes of computing overtime, annual leaves and paid statutory general holidays are counted as days of work.

4.03. Hours worked between 9.00 p.m. and 7:00 a.m. by employees, except for employees specified in subsection 4 of section 3.01 entail a premium of 0,65 \$ of the hourly rate currently paid.

5.00. Recall to Work

5.01. An employee who reports to work at his place of employment at the express demand of his employer or in the regular course of his employment and who works fewer than three consecutive hours, except in the case of a fortuitous event, is entitled to an indemnity equal to three hours at his hourly rate currently paid and, as the case may be, increased, in accordance with section 4.01.

5.02. An employee who is at his place of employment and is required to wait for work to be assigned to him is deemed to be working.

6.00. Statutory General Holidays

This Division applies to all employees, except for section 6.07 which applies to pump attendants and to washers only.

6.01. The following days are paid statutory general holidays, regardless of the day of the week on which they fall: 1 and 2 January, Good Friday or Easter Sunday or Easter Monday, the Monday preceding 25 May, 1 July or, if that date falls on a Sunday, 2 July, the first Monday of September, the second Monday of October and 25 and 26 December.

The employer may also grant as paid statutory general holidays, 24 and 31 December 1999 or a half day the eve and the day following 25 December 1999 and 1 January 2000, if he does not grant 26 December 1999 and 2 January 2000.

6.02. To be entitled to a 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 on the first working day of his work schedule preceding and following that holiday.

However, an employee is deemed not to be absent from work on the first working day of his work schedule preceding and following a holiday where:

(1) the absence of the employee is authorized by a law or the employer, or is for a valid reason, and if the employee receives for that holiday no indemnity from the Commission de la santé et de la sécurité au travail;

(2) the employee was laid off for less than 20 days preceding or following 1 and 2 January as well as 25 and 26 December, or for less than 48 hours for the other holidays provided for in section 6.01.

6.03. The employer must pay to an employee who is entitled to a holiday provided for in section 6.01, 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.

6.04. An employee who works on one of the holidays provided for in section 6.01 is paid for the hours worked at his wage currently paid, as well as receiving the indemnity for that holiday.

6.05. If an employee is on annual leave on one of the holidays provided for in section 6.01, the employer must pay him the indemnity provided for in section 6.03 or grant him a compensatory holiday of one day on a date agreed upon between the employer and the employee.

6.06. St. John the Baptist's Day is a statutory general holiday under the National Holiday Act (R.S.Q., c. F-1.1).

6.07. The pump attendant and the washer are entitled to the holiday provided for in section 6.01 where that holiday coincides with a working day, if they are credited with 60 days of uninterrupted service in the undertaking and are not absent from work without the employer's authorization or without a valid reason, on the first working day of their work schedule before or after that holiday.

The first paragraph does not confer any benefit on employees who would not have been entitled to remuneration on a day listed in section 6.01, except insofar as section 6.05 applies.

7.00. Annual Leave with Pay

7.01. The reference year is a period of 12 consecutive months during which an employee progressively acquires entitlement to an annual leave. That period extends from 1 May of the preceding year to 30 April of the current year.

7.02. An employee who, at the end of a reference year, is credited with less than one year of uninterrupted service with the same employer during that period, is entitled to an uninterrupted leave for a duration determined at the rate of one working day for each month of uninterrupted service, for a total leave not exceeding two weeks.

The indemnity for that leave is 4 % of the gross wages of the employee during the reference year.

7.03. An employee who, at the end of a reference year, is credited with one year of uninterrupted service with the same employer during that period, is entitled to an annual leave of a minimum duration of two consecutive weeks.

The indemnity for that leave is 4 % of the gross wages of the employee during the reference year.

Where the employee so requests, he is also entitled to one week of additional annual leave without pay.

7.04. The employee who, at the end of a reference year, is credited with five years of uninterrupted service with the same employer during that period, is entitled to an annual leave of a minimum duration of three consecutive weeks.

The indemnity for that leave is 6 % of the gross wages of the employee during the reference year.

7.05. An employee who, at the end of a reference year, is credited with 15 years of uninterrupted service with the same employer during that period, is entitled to an annual leave of a minimum duration of four weeks, three of which are consecutive.

The indemnity for that leave is 8 % of the gross wages of the employee during the reference year.

7.06. The annual leave must be taken during the 12 months following the end of the reference year.

Any period of salary insurance, sickness insurance or disability insurance interrupted by a leave taken in accordance with the first paragraph is continued, where applicable, after the leave, as if it had never been interrupted.

7.07. The annual leave may be divided into two periods where so requested by the employee. However, the employer may refuse the request if he closes his establishment for a period equal to or greater than that of the employee's annual leave.

The annual leave may also be divided into more than two periods where so requested by the employee, provided the employer consents thereto.

A leave not exceeding one week cannot be divided.

7.08. An employee is entitled to know the date of his annual leave at least four weeks in advance.

An employee must notify the employer at least four weeks in advance as to when he prefers to take his annual leave.

7.09. An employee must receive the indemnity for the annual leave in a single payment before the leave begins.

However, when the annual leave is divided in accordance with section 7.07, the indemnity shall correspond to the fraction of the annual leave.

7.10. Employers are prohibited from replacing a leave provided for in sections 7.02 to 7.05 by a compensatory indemnity. At the request of the employee, the third week and, where applicable, the fourth week may, however, be replaced by a compensatory indemnity if the establishment closes for two weeks on the occasion of the annual leave.

7.11. Should an employee provided for in sections 7.03 to 7.05 be absent owing to sickness or an accident or is on maternity leave during the reference year and should that absence result in the reduction of that employee's annual leave indemnity, the employee is then entitled to an indemnity equal, as the case may be, to two, three or four times the weekly average of the wage earned during the period of work. An employee provided for in section 7.02 whose annual leave is less than two weeks is entitled to that amount in proportion to the days of leave credited to his account.

Notwithstanding the first paragraph, the annual leave indemnity must not exceed the indemnity to which the employee would have been entitled if he had not been absent or on leave owing to a reason provided for in the first paragraph.

7.12. Where an employee quits his employment, he receives the indemnity related to the leave acquired before the preceding 1 May, if the leave was not taken, as well as the indemnity due to him for the period which has elapsed since that date.

8.00. Special Leaves

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

8.02. An employee may be absent from work for one day, without reduction of wages, by reason of the death or 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 spouse.

8.03. In the circumstances referred to in sections 8.01 and 8.02, the employee must advise his employer of his absence as soon as possible.

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 spouse.

The employee must advise his employer of his absence not less than one week in advance.

8.05. An employee may be absent from work for five days by reason of 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.

The employee must advise his employer of his absence as soon as possible.

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

9.00 Wages

9.01. The minimum hourly wage rates are as follows:

Trades	As of 2000 02 01	As of 2000 07 01	As of 2001 01 01
1. Apprentice:			
1st year	\$7.27	\$7.63	\$8.00
2nd year	\$7.77	\$8.03	\$8.30
3rd year	\$8.67	\$8.83	\$9.00
2. Journeyman:			
first class	\$14.33	\$15.17	\$16.00
second class	\$12.64	\$13.32	\$14.00
third class	\$11.18	\$11.59	\$12.00
3. Parts Clerk:			
level A	\$9.67	\$10.58	\$11.50
level B	\$9.00	\$10.00	\$11.00
level C	\$8.50	\$9.50	\$10.50
level D	\$7.83	\$8.67	\$9.50
4. Messenger:			
Level A	\$7.18	\$7.47	\$7.75
Level B	\$7.03	\$7.17	\$7.30
5. Dismantler:			
1st grade	\$8.50	\$8.50	\$8.50
2nd grade	\$9.10	\$9.25	\$9.25
3rd grade	\$9.33	\$9.67	\$10.00
6. Washer:			
	\$7.10	\$7.30	\$7.50
7. Brake Mechanic:			
	\$9.33	\$9.67	\$10.00
8. Semiskilled Worker:			
1st grade	\$7.52	\$8.13	\$8.75
2nd grade	\$8.13	\$8.81	\$9.50
3rd grade	\$9.04	\$9.52	\$10.00

Trades	As of 2000 02 01	As of 2000 07 01	As of 2001 01 01
9. Pump Attendant:	\$7.00	\$7.00	\$7.00
10. Service Attendant:			
1st grade	\$7.27	\$7.63	\$8.00
2nd grade	\$7.65	\$8.20	\$8.75
3rd grade	\$7.93	\$8.72	\$9.50
11. Alignment and Suspension Specialist, Trim Man and Automatic Transmission Mechanic:			
first class	\$14.33	\$15.17	\$16.00
second class	\$12.64	\$13.32	\$14.00
third class	\$11.18	\$11.59	\$12.00

9.02. Wages must be paid in cash in a sealed envelope or by cheque by Thursday at the latest. The payment may be made by bank transfer if so provided in a written agreement.

An employee is deemed not to have received payment of the wages due to him if the cheque delivered to him is not cashable within two working days following its receipt.

After agreement with his employees, an employer may pay them every two weeks.

The wages of an employee must be paid directly to him, at his place of employment and on a working day, except where the payment is made by bank transfer or is sent by mail. The wages of an employee may also, at his written request, be remitted to a third person.

If the usual day of payment of wages falls on a statutory general holiday, the wages are paid to the employee on the working day preceding that day.

9.03. The employer must remit to the employee, together with his wages, a pay sheet containing sufficient information to enable the employee to verify the computation of his wages. Such pay sheet must include, in particular, the following information, where applicable:

- (1) the name of the employer;
- (2) the surname and given name of the employee;
- (3) the identification of the employee's occupation;
- (4) the date of the payment and the work period corresponding to the payment;

- (5) the number of hours paid at the current rate;
- (6) the number of hours of overtime paid, cumulated or replaced by a leave with the applicable premium;
- (7) the nature and amount of the bonuses, premiums, commissions, indemnities or allowances that are being paid;
- (8) the current hourly rate;
- (9) the amount of wages before deductions;
- (10) the nature and amount of the deductions effected;
- (11) the amount of the net wages paid to the employee.

9.04. The hourly wage rates provided for in section 9.01 are minimum hourly rates. Any commission, bonus, premium and any other form of remuneration must be paid to the employee in addition to the minimum hourly wage rate. No compensation or benefit having pecuniary value may be taken into account in computing the minimum hourly rate.

9.05. No signing formality other than that establishing that the sum remitted to the employee corresponds to the amount of net wages indicated on the pay sheet may be required upon payment of the wages.

9.06. Acceptance of a pay sheet by an employee does not entail his renunciation of the payment of all or part of the wages that are due to him.

9.07. No employer may make deductions from wages unless he is required to do so pursuant to an Act, a regulation, a court order, a collective agreement, a decree or unless he is authorized to do so in writing by the employee.

The employee may at any time revoke that authorization. The employer must remit the sums so withheld to their intended receiver.

9.08. Any gratuity paid directly or indirectly by a patron to an employee belongs to him of right and does not form part of the wages that are otherwise due to him. Any gratuity collected by the employer must be remitted to the employee. The word "gratuity" includes the service charge added to the patron's bill.

9.09. An employee called upon occasionally or regularly to perform tasks in different trades receives the hourly wage corresponding to his new trade receiving

the most pay and is entitled to all the related conditions of employment.

An employee permanently assigned to a new trade receives the hourly wage corresponding to his new trade and is entitled to all the related conditions of employment.

9.10. If an employer terminates an employee's contract of employment and takes him back in the same employment within six months before the end of the contract, he must pay to the employee at least the wage rate he paid to him before the end of the contract of employment.

9.11. Notwithstanding any other provision of this Decree, the employee's weekly wage must not be less than the wage he would receive if he were remunerated in accordance with the Regulation respecting labour standards (R.R.Q., 1981, c. N-1.1, r. 3)."

8. The following is substituted for sections 11.00 and 11.01:

"11.00 Classification of the Parts Clerk and the Messenger

11.01. The parts clerk who has completed two years as a parts clerk level B, in the sale or distribution of vehicle parts, accessories or tires is classed level A.

The parts clerk who has completed two years as a parts clerk level C, in the sale or distribution of vehicle parts, accessories or tires is classed level B.

The parts clerk who has completed two years as a parts clerk level D, in the sale or distribution of vehicle parts, accessories or tires is classed level C.

The parts clerk is classed level D on being assigned to that occupation.

11.02. The messenger is classed level B for the first two years in that occupation; he is classed level A thereafter.

12.00 Notice of Termination of Employment or Layoff, and Work Certificate

12.01. An employer must give written notice to an employee before terminating his contract of employment or laying him off for six months or more.

That notice shall be of one week if the employee is credited with less than one year of uninterrupted service, two weeks if he is credited with one year to five years of

uninterrupted service, four weeks if he is credited with five years to ten years of uninterrupted service and eight weeks if he is credited with ten years or more of uninterrupted service.

The notice of termination of employment given to an employee during the period when he is laid off is null, except in the case of employment that usually lasts for not more than six months each year due to the influence of the seasons.

12.02. Section 12.01 does not apply to an employee:

- (1) who does not have three months of uninterrupted service;
- (2) whose contract for a fixed term or for a specific undertaking expires;
- (3) who has committed a serious fault;
- (4) for whom the end of the contract of employment or the layoff is a result of a fortuitous event.

12.03. The employer who does not give the notice prescribed in section 12.01 or who gives a notice of an insufficient period, must pay the employee a compensatory indemnity equal to his regular wage, excluding overtime, for a period equal to the period or remaining period of notice to which he was entitled.

That indemnity must be paid at the time the employment is terminated or at the time the employee is laid off for a period expected to last more than six months, or at the end of a period of six months after a layoff of an undetermined length, or a layoff expected to last less than six months but which exceeds that period.

12.04. At the expiry of the contract of employment, an employee may require his employer to issue to him a work certificate in which only the following information is included: the nature and the duration of the employment, the dates on which his employment began and terminated, and the name and address of the employer. The certificate must not carry any mention of the quality of the work or the conduct of the employee.

13.00. Uniforms

13.01. Where an employer requires that a uniform be worn, he cannot deduct any amount from wages for the purchase, use or care of that uniform.

14.00 Duration of the Decree

14.01. The Decree remains in force until 22 December 2001. It is automatically renewed from year to year,

unless the group comprising the employer contracting party or the union contracting party opposes it by sending a written notice to the Minister of State for Labour and Employment and Minister of Labour and to all the contracting parties comprising the other group, during the month of June 2001 or during the month of June of any subsequent year.”

9. With respect to section 10, the definitions of trades specified in section 1.01 as well as the wage scales provided for in section 7.01 of the Decree, as read before the coming into force of this Decree, apply until 31 January 2000.

10. This Decree comes into force on the day of its publication in the *Gazette officielle du Québec* except for paragraphs (3), (4), (7), (8), (10), (13), (16) and (17) of section 1.01 of the Decree, made by section 2 of this Decree, which come into force on 1 February 2000.

3276

Gouvernement du Québec

O.C. 1387-99, 8 December 1999

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

Garage employees

— Québec
— Amendments

Decree to amend the Decree respecting garage employees in the Québec region

WHEREAS the Government made the Decree respecting garage employees in the Québec region (R.R.Q., 1981, c. D-2, r. 48);

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

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

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 de-

crees, a draft of the amending decree attached to this Order in Council was published in Part 2 of the *Gazette officielle du Québec* of 18 August 1999 and, on the same date, in a French-language newspaper and, on 27 August 1999, in an English-language newspaper 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 this draft Decree with amendments;

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

THAT the Decree to amend the Decree respecting garage employees in the Québec region, attached hereto, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Decree to amend the Decree respecting garage employees in the Québec region*

An Act respecting collective agreement decrees (R.S.Q., c. D-2, ss. 2, 6.1, 6.2 and 10)

1. The following is substituted for the title of the Decree respecting garage employees in the Québec region:

“Decree respecting the automotive services industry in the Québec region”.

2. The Decree is amended by striking out the part preceding Division 1.00:

3. The following is substituted for section 1.01:

“1.01. In this Decree, unless the context requires otherwise, the following expressions mean:

(1) “apprentice”: employee who learns one of the trades for which the parity committee issues a qualification certificate;

(2) “artisan”: person working on his own account alone or in partnership and who performs work governed by the Decree for others;

(3) “parts clerk”: employee whose duties are related mainly to distributing or selling vehicle parts, accessories or tires where such parts, accessories or tires are distributed or sold to garages, service stations, parts stores, new or used car dealers and to any establishment whose activities are governed by the Decree or where such parts, accessories or tires are used by those establishments when performing work governed by the Decree;

(4) “messenger”: employee working in an establishment where work governed by the Decree is performed, whose duties are related mainly to delivering vehicle parts, accessories or tires;

(5) “journeyman”: employee who has completed apprenticeship in one of the trades governed by this Decree and who has the required skill to ply such trade and passed the required examinations.

However, to be entitled to the working conditions and wages stipulated in this Decree, he must do the work of his trade on a full-time or part-time basis;

(6) “spouses”: means either of two persons who:

(a) are married and cohabiting;

(b) are living together in a de facto union and are the father and mother of the same child;

(c) are of opposite sex or the same sex and have been living together in a de facto union for one year or more;

(7) “dismantler”: employee whose duties are related mainly to dismantling a vehicle for the purpose of selling or storing the parts;

(8) “combination of road vehicles”: a combination of vehicles composed of a motorized heavy road vehicle hauling a trailer, a semi-trailer or a detachable axle;

(9) “washer”: employee whose duties are related mainly to performing one of the following tasks: washing, cleaning, wiping or waxing vehicles or their parts, by hand or with machines and, as a subtask, the transportation of customers;

(10) “pump attendant”: employee whose duties are related mainly to the sale of gasoline or lubricants and to the supervision of pumps;

* The Decree respecting garage employees in the Québec region (R.R.Q., 1981, c. D-2, r. 48) was last amended by the Regulation made by Order in Council No. 1569-98 dated 16 December 1998 (1998, *G.O.* 2, 4815). For previous amendments, refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 September 1999.

(11) “service attendant”: employee whose duties are related mainly to one or another of the following tasks: inspection or visual inspection only, lubricating, changing oil, applying anti-rust, balancing wheels, installing, repairing, installing or dismantling radiators and their hoses, shock absorbers, tires, windshield wipers, headlights, filters, exhaust systems with the exception of exhaust pipes, installing and dismantling of audio systems and installing or boosting batteries on a vehicle. He may also change all fluids except for the air conditioning system. He may also carry out road tests in order to verify the work he has done.

A service attendant may perform the duties mentioned in the preceding paragraph only insofar as those duties do not require him to handle other parts or other components on a vehicle system. He may also do the work of the washer to complete his duties.

(12) “uninterrupted service”: the uninterrupted period during which the employee is bound to the employer by a contract of employment, even if the performance of work has been interrupted without cancellation of the contract, and the period during which fixed-term contracts succeed one another without an interruption that would, in the circumstances, give cause to conclude that the contract was not renewed;

(13) “vehicle”: a combination of road vehicles and a heavy road vehicle within the meaning of this Decree as well as a motor vehicle and a road vehicle as defined in section 4 of the Highway Safety Code (R.S.Q., c. C-24.2), excluding mopeds and motorcycles as defined in section 4 of the Code, an all-terrain vehicle as defined in section 1 of the Regulation respecting all-terrain vehicles made by Order in Council No. 58-88 of 13 January 1988, a snowmobile as defined in section 1 of the Regulation respecting snowmobiles (R.R.Q., 1981, c. C-24, r. 21) and any other vehicle intended to be used off public roads owing to its nature, purpose or the operation of a law;

(14) “heavy road vehicle”: a road vehicle whose net mass is 4 500 kg or more;

(15) “service salesperson”: employee in an establishment where work governed by the Decree is performed whose duties are related mainly to receiving customers, distributing and coordinating work, registering all work to be done on a vehicle and, in general, ensuring customer service.”.

4. The following is added after section 1.01:

“1.02. Names of Contracting Parties

1. Group representing the employer contracting party:

La Corporation des concessionnaires d’automobiles de la régionale de Québec;

The Automobile Industries Association of Canada;

Association des spécialistes du pneu du Québec inc.;

L’Association des marchands Canadian Tire du Québec inc.;

Association des ateliers de réparation d’automobiles du Québec (AARAQ) inc.;

2. Union contracting party:

Syndicat national des employés de garage du Québec inc.”.

5. The following is substituted for sections 2.00 to 3.04:

“2.00. Jurisdiction”.

2.01. Industrial and Professional Jurisdiction

1. The Decree applies to the following work:

(a) repairing, altering or inspecting a vehicle, its parts or accessories;

(b) restoring, overhauling, repairing, retooling or any other work of the same type performed on vehicle parts, accessories or tires, as well as their installation on that vehicle;

(c) completely or partially dismantling a vehicle;

(d) selling gasoline, lubricants or any other similar products used for a vehicle where, in the establishment where such work is performed, work specified in paragraph *a, b, c, f or g* is also performed;

(e) washing, waxing or cleaning a vehicle where, in the establishment where such work is performed, work mentioned in paragraph *a, b, c, f or g* is also performed;

(f) distributing or selling vehicle parts, accessories or tires to garages, service stations, parts shops, new or used car dealers or to any establishment whose activities are governed by the Decree;

(g) distributing or selling vehicle parts, accessories or tires by an establishment specified in paragraph *f* when performing work governed by the Decree;

(h) delivering vehicle parts accessories or tires where, in the establishment where such work is performed, other work governed by the Decree is also performed.

(i) receiving customers, distributing and coordinating work, registering any work to be done on a vehicle and customer service where, in the establishment where such work is performed, other work governed by the Decree is performed;

2. Exclusions: The Decree does not apply to:

(a) work mentioned in subsection 1 when done exclusively for the employer's own service or own needs or when done exclusively on farm or industrial machinery;

(b) vulcanizing and retreading;

(c) the sale of vehicle parts, accessories or tires to parts shops or to wholesalers carried out:

- i. in a warehouse or in a distribution centre;
- ii. in a warehouse only, where the establishment of the employer utilizes it, at a same time, as a parts warehouse and as a parts shop."

2.02. Territorial Jurisdiction: The Decree applies within the boundaries of the municipalities specified in Schedule 1.

3.00. Working Hours

3.01. The standard workweek is 40 hours scheduled:

1. over no more than five days, from Monday to Saturday, for the apprentice, the journeyman, the dismantler, the washer, the parts clerk, the messenger, the service attendant and the service salesperson;

2. over no more than six consecutive days for the pump attendant;

3. over no more than six consecutive days for all the employees of an employer where the work specified in paragraph *a, b, f* or *g* of subsection 1 of section 2.01 is performed on heavy road vehicles or combinations of road vehicles or pertains to such vehicles or combinations of vehicles.

3.02. Except for the pump attendant, the standard workday is no more than 10 hours scheduled over a maximum period of 11 consecutive hours.

Once per week, the standard workday may be not more than 12 hours scheduled over a maximum period of 13° consecutive hours. That day may be a fixed day in the week and the committee must be notified at least one week in advance.

3.03. The standard workday of the pump attendant is no more than 10 hours scheduled over a maximum period of 11 consecutive hours.

3.04. An employee may require a rest period up to 30 minutes for meals, and the employer cannot require the employee to work more than five hours between each meal. That period is remunerated if the employee is not authorized to leave his work station.

3.05. An employee is deemed to be at work during the coffee break.

3.06. An employee is entitled to a weekly rest period of 24 consecutive hours.

4.00. Overtime Hours

4.01. Hours worked in addition to the standard workday or workweek entail a premium of 50 % of the hourly wage currently paid to the employee, except for premiums computed on an hourly basis.

Notwithstanding the first paragraph, the employer may, at the request of the employee, replace the payment of overtime by paid leave equivalent to the overtime worked plus 50 %.

That leave must be taken during the 12 months following the overtime worked at a date agreed upon between the employer and the employee; otherwise the overtime must be paid. However, where the contract of employment is terminated before the employee is able to benefit from the leave, the overtime must be paid at the same time as the last payment of wages.

4.02. For the purposes of computing overtime, annual leave and paid statutory general holidays are counted as days of work.

4.03. Hours worked between 10.00 p.m. and 7:00 a.m. by employees, except for employees specified in paragraph 3 of section 3.01 entail a premium of 6 % of the hourly rate currently paid.

5.00. Recall to Work

5.01. An employee who reports to work at his place of employment at the express demand of his employer or in the regular course of his employment and who works fewer than three consecutive hours, except in the case of a fortuitous event, is entitled to an indemnity equal to three hours at his hourly rate currently paid, and, as the case may be, increased, in accordance with section 4.01.

However, the employee who, outside of his standard hours of work, is recalled after leaving the work premises, is entitled to an indemnity equal to four hours at his hourly rate currently paid, except if the application of section 4.01 gives him a higher rate.

5.02. An employee who is at his place of employment and is required to wait for work to be assigned to him is deemed to be working.

6.00. Statutory General Holidays

This Division applies to all employees, except for section 6.07 which applies to pump attendants and to washers only.

6.01. The following days are paid statutory general holidays, regardless of the day of the week on which they fall: 1 and 2 January, Good Friday or Easter Monday, the Monday preceding 25 May, 1 July or, where that date falls on a Sunday, 2 July, the first Monday of September, the second Monday of October and 25 and 26 December.

A holiday that falls on a non-working day is postponed to a date agreed upon, as the case may be, between the employer and his employees or between the employer and the certified association.

24 December 1999 is also a paid statutory general holiday for all employees, except for the temporary service station attendant and the temporary pump attendant. Despite the provisions of sections 6.02 and 6.03, where 24 December falls on a working day, the employee receives an indemnity equal to the average of his daily wage for the two weeks preceding that holiday. However, that average must be equal to or exceed the regular hourly rate of the employee for a standard workday.

6.02. To be entitled to a 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 on the first working day of his work schedule preceding and following that holiday.

However, an employee is deemed not to be absent from work on the first working day of his work schedule preceding and following a holiday where the absence of the employee is authorized by a law or the employer or is for a valid reason, and if the employee receives for that holiday no indemnity from the Commission de la santé et de la sécurité du travail or from any other private plan providing benefits for accident, sickness or disability.

6.03. The employer must pay to an employee who is entitled to a general holiday provided for in section 6.01, an indemnity equal to the remuneration he would have received if he had been at work.

6.04. An employee who works on one of the holidays provided for in section 6.01 is paid for the hours worked at his wage currently paid and also receives the indemnity for that day.

6.05. If an employee is on annual leave on one of the holidays provided for in section 6.01, the employer must pay him the indemnity provided for in section 6.03 or grant him a compensatory holiday of one day on a date agreed upon between the employer and the employee.

6.06. St. John the Baptist's Day is a statutory general holiday under the National Holiday Act (R.S.Q., c. F-1.1).

6.07. The pump attendant and the washer are entitled to the holiday provided for in section 6.01 where that holiday coincides with a working day, if they are credited with 60 days of uninterrupted service in the undertaking and are not absent from work without the employer's authorization or without a valid reason, on the first working day of their work schedule before or after that holiday.

The first paragraph does not confer any benefit on employees who would not have been entitled to remuneration on a day listed in section 6.01, except insofar as section 6.05 applies.

7.00. Annual Leave with Pay

7.01. The reference year is a period of 12 consecutive months during which an employee progressively acquires entitlement to an annual leave. That period extends from 1 May of the preceding year to 30 April of the current year.

7.02. An employee who, at the end of a reference year, is credited with less than one year of uninterrupted service with the same employer during that period, is entitled to an uninterrupted leave for a duration determined at the rate of one working day for each month of uninterrupted service, for a total leave not exceeding two weeks.

The indemnity for that leave is 4 % of the gross wages of the employee during the reference year.

7.03. An employee who, at the end of a reference year, is credited with one year of uninterrupted service with the same employer during that period, is entitled to an annual leave of a minimum duration of two consecutive weeks.

The indemnity for that leave is 4 % of the gross wages of the employee during the reference year.

Where the employee so requests, he is also entitled to one week of additional annual leave without pay.

7.04. An employee who, at the end of a reference year, is credited with five years of uninterrupted service with the same employer during that period, is entitled to an annual leave of a minimum duration of three consecutive weeks.

The indemnity for that leave is 6 % of the gross wages of the employee during the reference year.

7.05. An employee who, at the end of a reference year, is credited with 15 years of uninterrupted service with the same employer during that period, is entitled to an annual leave of a minimum duration of four weeks, three of which are consecutive.

The indemnity for that leave is 8 % of the gross wages of the employee during the reference year.

7.06. The annual leave must be taken within 12 months following the end of the reference year.

Any period of salary insurance, sickness insurance or disability insurance interrupted by a leave taken in accordance with the first paragraph is continued, where applicable, after the leave, as if it had never been interrupted.

7.07. The annual leave may be divided into two periods where so requested by the employee. However, the employer may refuse the request if he closes his establishment for a period equal to or greater than that of the employee's annual leave.

The annual leave may also be divided into more than two periods where so requested by the employee, provided the employer consents thereto.

A leave not exceeding one week cannot be divided.

7.08. An employee is entitled to know the date of his annual leave at least four weeks in advance.

An employee must notify the employer at least four weeks in advance as to when he prefers to take his annual leave.

7.09. An employee must receive the indemnity for the annual leave in a single payment before the annual leave begins.

However, when the annual leave is divided in accordance with section 7.07, the indemnity will correspond to the fraction of the annual leave.

7.10. Employers are prohibited from replacing a leave provided for in sections 7.02 to 7.05 by a compensatory indemnity. At the request of the employee, the third week and, where applicable, the fourth week of annual leave may, however, be replaced by a compensatory indemnity if the establishment closes for two weeks on the occasion of the annual leave.

7.11. Should an employee provided for in sections 7.03 to 7.05 be absent owing to sickness or an accident or is on maternity leave during the qualifying year and should that absence result in the reduction of that employee's annual leave pay, the employee is then entitled to an indemnity equal, as the case may be, to two, three or four times the weekly average of the wage earned during the period of work. An employee provided for in section 7.02 whose annual leave is less than two weeks is entitled to that amount in proportion to the days of leave credited to his account.

Notwithstanding the first paragraph, the indemnity for the annual leave shall not exceed the indemnity to which the employee would have been entitled if he had not been absent or on leave owing to a reason provided for in the first paragraph.

7.12. Where an employee's employment contract is terminated before he was able to take all of the annual leave to which he was entitled, he receives, at the time of his departure, a compensatory indemnity for the annual leave credited to him during the previous reference year and not taken, in addition to the indemnity due to him equal to 4 % or 6 % or 8 %, as the case may be, of his gross wages earned during the current reference period.

8.00. Special Leaves

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

8.02. An employee may be absent from work for one day, without wages, by reason of the death or 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 spouse.

8.03. In the circumstances referred to in sections 8.01 and 8.02, the employee must advise his employer of his absence as soon as possible.

8.04. An employee may be absent from work for one day, without a 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 spouse.

The employee must advise his employer of his absence not less than one week in advance.

8.05. An employee may be absent from work for five days by reason of 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.

The employee must advise his employer of his absence as soon as possible.

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

8.06. An employee may be absent for five days during the year without pay, to fulfill obligations related to the care, health or education of a minor child where his presence is necessary by reason of unforeseen circumstances or circumstances beyond his control. He must have taken all reasonable means at his disposal to assume his obligations otherwise and to limit the duration of the leave.

That leave may be divided into days. A day may also be divided where the employer so agrees.

The employee must advise the employer of his absence as soon as possible.

8.07. The female employee is entitled to a maternity leave and every employee is entitled to parental leave on the conditions and with the advantages stipulated in the Act respecting labour standards (R.S.Q., c. N-1.1).

9.00 Wages

9.01. The minimum hourly wage rates are as follows:

Trades	As of 2000 02 01	As of 2000 07 01	As of 2001 01 01
1. Apprentice;			
1 st year	\$7.35	\$7.80	\$8.25
2 nd year	\$7.62	\$8.09	\$8.55
3 rd year	\$8.25	\$8.75	\$9.25
4 th year	\$8.91	\$9.58	\$10.25
2. Journeyman: mechanic, diesel mechanic, welder, electrician, machinist, bodyworker, wheel aligner, automatic transmission specialist, painter, upholsterer, bodyman:			
Class A	\$12.86	\$14.56	\$16.25
Class A/B	\$12.08	\$13.67	\$15.25
Class B	\$11.60	\$12.92	\$14.25
Class C	\$10.79	\$11.64	\$12.50
3. Parts Clerk:			
Class A	\$10.12	\$10.94	\$11.75
Class A/B	\$9.58	\$10.54	\$11.50
Class B	\$9.24	\$10.24	\$11.25
Class C	\$8.98	\$9.86	\$10.75
4 th year	\$8.18	\$8.97	\$9.75
3 rd year	\$7.67	\$8.43	\$9.20
2 nd year	\$7.50	\$8.10	\$8.70
1 st year	\$7.30	\$7.70	\$8.10
4. Messenger:	\$7.60	\$8.00	\$8.00
5. Dismantler:			
1 st year	\$7.43	\$7.97	\$8.50
2 nd year	\$7.68	\$8.47	\$9.25
after 2 years	\$7.93	\$8.97	\$10.00
6. Washer:	\$7.60	\$7.75	\$7.75
7. Pump Attendant:	\$7.00	\$7.00	\$7.00
8. Service Attendant:			
1st year	\$7.27	\$7.63	\$8.00
2nd year	\$7.52	\$8.13	\$8.75
after 2 years	\$8.32	\$9.03	\$9.75
9. Service Salesperson:			
1 st year	\$7.68	\$8.47	\$9.25
2 nd year	\$8.02	\$9.14	\$10.25
3 rd year	\$8.68	\$9.97	\$11.25
after 3 years	\$9.39	\$10.69	\$12.00.

9.02. Wages must be paid in cash in a sealed envelope or by cheque by Thursday at the latest. The payment may be made by bank transfer if so provided in a written agreement.

An employee is deemed not to have received payment of the wages due to him if the cheque delivered to him is not cashable within two working days following its receipt.

After agreement with his employees, an employer may pay them every two weeks.

The wages of an employee must be paid directly to him at his place of employment and on a working day, except where the payment is made by bank transfer or is sent by mail. The wages of an employee may also, at his written request, be remitted to a third person.

If the usual day of payment of wages falls on a general statutory holiday, the wages are paid to the employee on the working day preceding that day.

9.03. The employer must remit to the employee, together with his wages, a pay sheet containing sufficient information to enable the employee to verify the computation of his wages. Such pay sheet must include, in particular, the following information, where applicable:

- (1) the name of the employer;
- (2) the surname and given name of the employee;
- (3) the identification of the employee's occupation;
- (4) the date of the payment and the work period corresponding to the payment;
- (5) the number of hours paid at the current rate;
- (6) the number of hours of overtime paid or replaced by a leave with the applicable premium;
- (7) the nature and amount of bonuses, premiums, commissions, indemnities or allowances that are being paid;
- (8) the current hourly rate;
- (9) the amount of wages before deductions;
- (10) the nature and amount of deductions effected;
- (11) the amount of the net wages paid to the employee.

9.04. The hourly wage rates provided for in section 9.01 are minimum hourly rates. Any commission, bonus, premium and any other form of remuneration must be paid to the employee in addition to the minimum hourly wage rate. No compensation or benefit having pecuniary value may be taken into account in computing the minimum hourly rate.

9.05. No signing formality other than that establishing that the sum remitted to the employee corresponds to the amount of net wages indicated on the pay sheet may be required upon payment of the wages.

9.06. Acceptance of a pay sheet by an employee does not entail his renunciation of the payment of all or part of the wages that are due to him.

9.07. No employer may make deductions from wages unless he is required to do so pursuant to an Act, a regulation, a court order, a collective agreement, a decree or unless he is authorized to do so in writing by the employee.

The employee may at any time revoke that authorization. The employer must remit the sums so withheld to their intended receiver.

9.08. Any gratuity paid directly or indirectly by a patron to an employee belongs to him of right and does not form part of the wages that are otherwise due to him. Any gratuity collected by the employer must be remitted to the employee. The word "gratuity" includes the service charge added to the patron's bill.

9.09. An employee regularly or occasionally called upon to perform tasks in different trades receives the hourly wage corresponding to his new trade receiving the most pay and is entitled to all the related conditions of employment.

An employee assigned permanently to a new trade receives the hourly wage corresponding to his new trade and is entitled to all the related conditions of employment.

9.10. If an employer terminates an employee's contract of employment and takes him back in the same employment within six months before the end of the contract, he must pay to the employee at least the wage rate he paid to him before the end of the contract of employment.

9.11. Notwithstanding any other provision of the Decree, the employee's weekly wage must not be less than the wage he would receive if he were remunerated in accordance with the Regulation respecting labour standards (R.R.Q., 1981, c. N-1.1, r. 3).

10.00 Notice of Termination of Employment or Layoff, and Work Certificate

10.01. An employer must give written notice to an employee before terminating his contract of employment or laying him off for six months or more.

That notice shall be of one week if the employee is credited with less than one year of uninterrupted service, two weeks if he is credited with one year to five years of uninterrupted service, four weeks if he is credited with five years to ten years of uninterrupted service, and eight weeks if he is credited with ten years or more of uninterrupted service.

The notice of termination of employment given to an employee during the period that he is laid off is null, except in the case of employment that usually lasts for not more than six months due to the influence of the seasons.

10.02. Section 10.01 does not apply to an employee:

- (1) who does not have three months of uninterrupted service;
- (2) whose contract for a determined period or for a specific enterprise has expired;
- (3) who has committed a serious fault;
- (4) whose contract ended or who was laid off due to a fortuitous event.

10.03. The employer who does not give the notice prescribed in section 10.01 or who gives a notice of an insufficient period, must pay the employee a compensatory indemnity equal to his regular wage excluding overtime, for a period equal to the period or remaining period of notice to which he was entitled.

That indemnity must be paid at the time the employment is terminated or at the time the employee is laid off for a period expected to last more than six months, or at the end of a period of six months after a layoff of an indeterminate length, or a layoff expected to last less than six months but which exceeds that period.

10.04. At the expiry of the contract of employment, an employee may require his employer to issue him a work certificate in which only the following information is included: the nature and duration of the employment, the dates on which his employment began and terminated, and the name and address of the employer. The certificate must not carry any mention of the quality of the work or the conduct of the employee.

11.00. Uniforms

11.01. Where an employer requires the employee to wear a uniform, he cannot deduct any amount from wages for the purchase, use or care of the uniform.

6. Sections 4.00 to 4.03 become respectively sections 12.00 to 12.03.

7. The following is added after section 12.03:

“**12.04.** Any person considered as an artisan must hold a journeyman’s certificate for the trade he plies in his establishment and pass, if necessary, the examination required by the joint committee for that purpose.”.

8. The title “Part II – Québec and Vicinity” and sections 5.00 to 12.01 are revoked.

9. This Decree is amended by adding, after section 12.04, added by section 7 of this Decree, the following:

“13.00. Duration of the Decree

13.01. This Decree remains in force until 22 December 2001. It is automatically renewed from year to year, unless the union contracting party or the group comprising the employer contracting party opposes it by sending a written notice to the Minister of State for Labour and Employment and Minister of Labour and to all the contracting parties of the group representing the employer contracting party or the union contracting party, during the month of June 2001 or during the month of June of any subsequent year.”.

10. Schedule 1 is amended:

1. by substituting in the title “(s. 2.02)” for “(s. 5.01)”;
2. by substituting “ville de L’Ancienne-Lorette, ville de Beauport, ville de Beaupré” for “Ancienne-Lorette, Beauport, Beaupré”;
3. by striking out “Bernières”;
4. by substituting “ville de Cap-Rouge, ville de Charlesbourg, ville de Charny, ville de Château-Richer, paroisse de L’Ange-Gardien, ville de Lac-Delage, ville de Lac Saint-Charles” for “Cap-Rouge, Charlesbourg, Charny, Château-Richer, L’Ange-Gardien, Lac-Delage, Lac Saint-Charles”;
5. by striking out “Lauzon”;
6. by substituting “ville de Lévis, ville de Loretteville” for “Lévis, Loretteville”;

7. by substituting “ville de Québec, ville de Sainte-Anne-de-Beaupré” for “Québec, Sainte-Anne-de-Beaupré”;

8. by striking out “Saint-David-de-l’Auberivière”;

9. by substituting “Lac-Beauport, ville de Saint-Émile” for “Saint-Dustan-du-Lac-Beauport, Saint-Émile”;

10. by substituting “paroisse de Saint-Famille” for “Sainte-Famille (Île d’Orléans)”;

11. by substituting “ville de Sainte-Foy, Paroisse de Saint-François” for “Sainte-Foy, Saint-François (Île d’Orléans)”;

12. by substituting “paroisse de Sainte-Hélène-de-Breakeyville” for “Sainte-Hélène-de-Breakeyville”;

13. by substituting “paroisse de Saint-Jean, ville de Saint-Jean-Chrysostome, ville de Boischatel, paroisse de Saint-Joachim, paroisse de Saint-Joseph-de-la-Pointe-de-Lévy, paroisse de Saint-Lambert-de-Lauzon, Saint-Laurent-de L’Île d’Orléans, ville de Saint-Nicolas, village de Sainte-Pétronille, Saint-Pierre-de-L’Île d’Orléans, ville de Saint-Rédempteur, ville de Saint-Romuald” for “Saint-Jean (Île d’Orléans), Saint-Jean Chrysostome, Saint-Jean-de-Boischatel, Saint-Joachim, Saint-Joseph-de-la-Pointe-de-Lévy, Saint-Lambert-de-Lauzon, Saint-Laurent (Île d’Orléans), Saint-Nicolas, Sainte-Pétronille (Île d’Orléans), Saint-Pierre (Île d’Orléans), Saint-Rédempteur, Saint-Romuald”;

14. by substituting “ville de Sillery, cantons unis de Stoneham-et-Tewkesbury, ville de Val-Bélair, ville de Vanier” for “Sillery, Stoneham, Tewkesbury, Val-Bélair et Vanier”.

11. With respect to section 12, the definitions of trades specified in section 1.01 as well as the wage scales provided for in section 11.01 of the Decree as read before the coming into force of this Decree, apply until 31 January 2000.

12. This Decree comes into force on the day of its publication in the *Gazette officielle du Québec*, except for paragraphs (3), (4), (7), (9) to (11) and (15) of section 1.01 of the Decree made by section 3 of this Decree, which come into force on 1 February 2000.

3282

Gouvernement du Québec

O.C. 1388-99, 8 December 1999

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

Garage employees — Saguenay – Lac-Saint-Jean — Amendments

Decree to amend the Decree respecting garage employees in the Saguenay – Lac Saint-Jean region

WHEREAS the Government made the Decree respecting garage employees in the Saguenay – Lac Saint-Jean region (R.R.Q., 1981, c. D-2, r. 50);

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

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

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 to this Order in Council was published in Part 2 of the *Gazette officielle du Québec* of 28 August 1999 and, on the same date, in a French-language newspaper and in an English-language newspaper and, on 1 August 1999, in two other French-language newspapers 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 this draft Decree with amendments;

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

THAT the Decree to amend the Decree respecting garage employees in the Saguenay – Lac Saint-Jean region, attached hereto, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Decree to amend the Decree respecting garage employees in the Saguenay – Lac Saint-Jean region*

An Act respecting collective agreement decrees (R.S.Q., c. D-2, ss. 2, 6.1, 6.2 and 10)

1. The following is substituted for the title of the Decree respecting garage employees in the Saguenay – Lac Saint-Jean region:

“Decree respecting the automotive services industry in Chapais, Chibougamau, Lac Saint-Jean and Saguenay”.

2. The Decree is amended by striking out the part preceding Division 1.00.

3. The following is substituted for section 1.01:

“1.01. In this Decree, unless the context requires otherwise, the following expressions mean:

(1) “artisan”: person working on his own account alone or in partnership and who performs work governed by the Decree for others;

(2) “parts clerk”: employee whose duties are related mainly to distributing or selling vehicle parts, accessories or tires where such parts, accessories or tires are distributed or sold to garages, service stations, parts shops, new or used car dealers and to any establishment whose activities are governed by the Decree or where such parts, accessories or tires are used by those establishments when performing work governed by the Decree;

(3) “messenger”: employee working in an establishment where the work governed by the Decree is performed, whose duties consist mainly in delivering vehicle parts, accessories or tires;

(4) “journeyman”: employee whose duties are related mainly to maintenance, tests, inspections, repairs, changes or other work of the same type, necessary or useful to keep a vehicle in good working order, and who has been qualified by the parity committee for one or more of the trades related to the automobile industry;

(5) “spouses”: means either of two persons who:

(a) are married and cohabiting;

(b) are living together in a de facto union and are the father and mother of the same child;

(c) are of opposite sex or the same sex and who have been living together in a de facto union for one year or more;

(6) “dismantler”: employee whose duties are related mainly to dismantling a vehicle for the purposes of selling or storing the parts;

(7) “combination of road vehicles”: a combination of vehicles composed of a motorized heavy road vehicle hauling a trailer, a semi-trailer or a detachable axle;

(8) “washer”: employee whose duties are related mainly to one or another of the following tasks: washing, cleaning, wiping or waxing vehicles or their parts, by hand or with machines and, as a subtask, the transportation of customers;

(9) “semiskilled worker”: employee whose duties are related mainly to one or another of the following tasks:

(a) restoring, overhauling, repairing or retooling vehicle parts or accessories without assembling them on the vehicle, and examining parts or accessories sold with guarantees, whether or not they are installed on a vehicle, where they are returned because of a defect;

(b) installing upholstery, hubcaps, windshields or windows;

(10) “pump attendant”: employee whose duties are related mainly to the sale of gasoline or lubricants and to the supervision of pumps;

(11) “service attendant”: employee whose duties are related mainly to one or another of the following tasks: inspection or visual inspection only, lubricating, changing oil, applying anti-rust, balancing wheels, installing, repairing, installing or dismantling radiators and their hoses, shock absorbers, tires, windshield wipers, headlights, filters, exhaust systems with the exception of exhaust pipes, the installation and dismantling of audio systems and installing or boosting batteries on a vehicle. He may also change all fluids except for the air conditioning system. He may also do road tests in order to verify the work he has done.

A service attendant may perform the duties mentioned in the preceding paragraph only insofar as those

* The Decree respecting garage employees in the Saguenay – Lac Saint-Jean region (R.R.Q., 1981, c. D-2, r. 50) was last amended by the regulation made by Order in Council no. 1569-98 dated 16 December 1998 (1998, G.O. 2, 4815). For previous amendments, please refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 September 1999.

duties do not require him to handle other parts or other components on a vehicle system. He may also do the work of the washer to complete his duties.

(12) “uninterrupted service”: the uninterrupted period during which the employee is bound to the employer by a contract of employment, even if the performance of work has been interrupted without cancellation of the contract, and the period during which fixed-term contracts succeed one another without an interruption that would, in the circumstances, give cause to conclude that the contract was not renewed;

(13) “vehicle”: a combination of road vehicles and a heavy road vehicle within the meaning of this Decree as well as a motor vehicle and a road vehicle as defined in section 4 of the Highway Safety Code (R.S.Q., c. C-24.2), excluding mopeds and motorcycles as defined in section 4 of the Code, an all-terrain vehicle as defined in section 1 of the Regulation respecting all-terrain vehicles made by Order in Council No. 58-88 dated 13 January 1988, a snowmobile as defined in section 1 of the Regulation respecting snowmobiles (R.R.Q., 1981, c.C-24, r. 21) and any other vehicle intended to be used off public roads owing to its nature, purpose or the operation of a law;

(14) “heavy road vehicle”: a road vehicle whose net mass is 4 500 kg or more.”

4. The Decree is amended by adding, after section 1.01, the following:

“1.02 Names of Contracting Parties

(1) Group representing the employer contracting party:

La Corporation des concessionnaires d’automobiles du Saguenay – Lac St-Jean inc.;

L’Association des industries de l’automobile du Canada;

Association des spécialistes du pneu du Québec inc.;

L’Association des marchands Canadian Tire du Québec inc.;

Fédération du secteur de l’automobile «région 02» inc.;

(2) Group representing the union party:

Le Syndicat démocratique des employés de garage Saguenay – Lac St-Jean;

Le Syndicat des travailleurs de production Centropneus (CSN).”

5. The following is substituted for the heading of Division 2.00:

“2.00. Jurisdiction”.

6. The following is substituted for section 2.01:

“2.01. Professional and Industrial Jurisdiction:

(1) The Decree applies to the following work:

(a) repairing, altering or inspecting a vehicle, its parts or accessories;

(b) restoring, overhauling, repairing, retooling or any other work of the same type performed on vehicle parts, accessories or tires, as well as their installation on that vehicle;

(c) completely or partially dismantling a vehicle;

(d) selling gasoline, lubricants or any other similar products used for a vehicle where, in the establishment where such work is performed, work specified in paragraph *a, b, c, f or g* is also performed;

(e) washing, waxing or cleaning a vehicle where, in the establishment where such work is performed, work specified in paragraph *a, b, c, f or g* is also performed;

(f) distributing or selling vehicle parts, accessories or tires to garages, service stations, parts shops, new or used car dealers or to any establishment whose activities are governed by the Decree;

(g) distributing or selling vehicle parts, accessories or tires by an establishment specified in paragraph *f* when performing work governed by the Decree;

(h) delivering vehicle parts, accessories or tires where, in the establishment where such work is performed, other work subject to the Decree is also performed.

(2) Exclusion: The Decree does not apply to:

(a) work specified in subsection 1 where done exclusively for the employer’s own service or own needs or where done exclusively on farm machinery;

(b) work specified in subsection 1 performed on a vehicle leased for 12 months or less if the economic activity of the establishment where the work is performed consists solely in leasing motor vehicles; however, that work is subject to the Decree, when performed on a vehicle leased for more than 12 months;

(c) vulcanizing and retreading;

(d) the sale of vehicle parts, accessories or tires to parts shops or to wholesalers carried out:

- i. in a warehouse or in a distribution centre;
- ii. in a warehouse only, where the establishment of the employer's utilizes it, at the same time, as a parts warehouse and as a parts shop."

7. The following is substituted for sections 3.01 to 8.02:

“3.01. The standard workweek is 40 hours scheduled:

(1) over no more than five days, from Monday to Saturday, for the apprentice, the parts clerk, the messenger, the journeyman, the dismantler, the washer, the semiskilled worker and the service attendant;

(2) over no more than six consecutive days for the pump attendant;

(3) over no more than six consecutive days for all the employees of an employer where the work specified in paragraph *a, b, f or g* of subsection 1 of section 2.01 is performed on heavy road vehicles or combinations of road vehicles or pertains to such vehicles or combinations of vehicles.

3.02. Except for the pump attendant, the standard workday is not more than 10 hours scheduled over a maximum period of 11 consecutive hours.

Once per week, the standard workday may be not more than 12 hours scheduled over a maximum period of 13½ consecutive hours. That day may be a fixed day in the week and the committee must be notified at least one week in advance.

3.03. The standard workday of the pump attendant is not more than 10 hours scheduled over a maximum period of 11 consecutive hours.

3.04. An employee may require a rest period of up to one hour, without pay, for meals, and the employer cannot require the employee to work more than five consecutive hours between each meal. That period is remunerated if the employee is not authorized to leave his work station.

3.05. An employee is deemed to be at work during the coffee break.

3.06. An employee is entitled to a weekly minimum rest period of 24 consecutive hours.

4.00. Overtime hours

4.01. Hours worked in addition to the standard workday or workweek entail a premium of 50 % of the hourly

wage currently paid to the employee, except for premiums computed on an hourly basis.

Notwithstanding the first paragraph, the employer may, at the request of the employee, replace the payment of overtime by paid leave equivalent to the overtime worked plus 50 %.

That leave must be taken during the 12 months following the overtime worked at a date agreed upon between the employer and the employee; otherwise the overtime must be paid. However, where the contract of employment is terminated before the employee is able to benefit from the leave, the overtime must be paid at the same time as the last payment of wages.

4.02. For the purposes of computing overtime, annual leave and statutory general holidays with pay are counted as days of work.

4.03. The hours worked between 9:00 p.m. and 7:00 a.m. by employees except for employees specified in paragraph 3 of section 3.01 entail a premium of 10 % of the hourly rate currently paid. The amount of the premium must not exceed \$0.80 per hour.

5.00. Recall to Work

5.01. An employee who reports to work at his place of employment at the express demand of his employer or in the regular course of his employment and who works fewer than three consecutive hours, except in the case of a fortuitous event, is entitled to an indemnity equal to three hours at his hourly rate currently paid and, as the case may be, increased, in accordance with section 4.01.

5.02. An employee who is at his place of employment and is required to wait for work to be assigned to him is deemed to be working.

6.00. Statutory General Holidays

This Division applies to all employees, except for section 6.07 which applies to pump attendants only.

6.01. The following days are paid statutory general holidays, regardless of the day of the week on which they fall: 1 and 2 January, Good Friday or Easter Monday, the Monday preceding 25 May, 1 July or, where 1 July falls on a Sunday, 2 July, the first Monday of September, the second Monday of October and 25 and 26 December.

A holiday that coincides with a non-working day is postponed to a date agreed upon, as the case may be, between the employer and his employees or between the employer and the certified association.

31 December 1999 is also a paid statutory general holiday. Despite the provisions of sections 6.02 and 6.03, the employer pays the employee for that day, an indemnity equal to his remuneration for a working day provided that the employee:

(a) has three months of continuous service to his credit;

(b) has worked or been on an authorized leave during his standard workday preceding and following the holiday;

(c) has not been absent because of an accident or illness more than one month before the holiday.

On 24 December 1999, regular employees end their work at 4 p.m.

6.02. To be entitled to a 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 on the first working day of his work schedule preceding and following that holiday.

However, an employee is deemed not to be absent from work on the first working day of his work schedule preceding and following a holiday if:

(1) the absence of the employee is authorized by a law or the employer, or is for a valid reason and if the employee receives for that holiday no indemnity from the Commission de la santé et de la sécurité du travail or from any private compensation plan for accidents, sickness or disability;

(2) the employee was laid off for less than 20 days preceding or following 1 and 2 January as well as 25 and 26 December, or for less than 48 hours for the other holidays provided for in section 6.01.

6.03. The employer must pay to an employee who is entitled to a holiday provided for in section 6.01 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.

6.04. An employee who works on one of the holidays provided for in section 6.01 is paid for the hours worked at his wage currently paid, as well as receiving the indemnity for that holiday.

6.05. If an employee is on annual leave on one of the holidays provided for in section 6.01, the employer must pay him the indemnity provided for in section 6.03 or grant him a compensatory holiday of one day on a date agreed upon between the employer and the employee.

6.06. St. John the Baptist's Day is a statutory general holiday under the National Holiday Act (R.S.Q., c. F-1-1).

6.07. A pump attendant is entitled to the holiday provided for in section 6.01 where that holiday coincides with a working day, if he is credited with 60 days of uninterrupted service in the undertaking and is not absent from work without the employer's authorization or without a valid reason, on the first working day of his work schedule before or after that holiday.

The first paragraph does not confer any benefit on employees who would not have been entitled to remuneration on a day listed in section 6.01, except insofar as section 6.05 applies.

7.00. Annual Leave with Pay

7.01. The reference year is a period of 12 consecutive months during which an employee progressively acquires entitlement to an annual leave. That period extends from 1 May of the preceding year to 30 April of the current year.

7.02. An employee who, at the end of a reference year, is credited with less than one year of uninterrupted service with the same employer during that period, is entitled to an uninterrupted leave for a duration determined at the rate of one working day for each month of uninterrupted service, for a total leave not exceeding two weeks.

The indemnity for that leave is 4 % of the gross wages of the employee during the reference year.

7.03. An employee who, at the end of a reference year, is credited with one year of uninterrupted service with the same employer during that period, is entitled to an annual leave of a minimum duration of two consecutive weeks.

The indemnity for that leave is 4 % of the gross wages of the employee during the reference year.

Where the employee so requests, he is also entitled to one week of additional annual leave without pay.

7.04. An employee who, at the end of a reference year, is credited with five years of uninterrupted service with the same employer during that period, is entitled to an annual leave of a minimum duration of three consecutive weeks.

The indemnity for that leave is 6 % of the gross wages of the employee during the reference year.

7.05. An employee who, at the end of a reference year, is credited with 15 years of uninterrupted service with the same employer during that period, is entitled to an annual leave of a minimum duration of four weeks, three of which are consecutive.

The indemnity for that leave is 8 % of the gross wages of the employee during the reference year.

7.06. The annual leave must be taken within 12 months following the end of the reference year.

Any period of salary insurance, sickness insurance or disability insurance interrupted by a leave taken in accordance with the first paragraph is continued, where applicable, after the leave, as if it had never been interrupted.

7.07. The annual leave may be divided into two periods where so requested by the employee. However, the employer may refuse the request if he closes his establishment for a period equal to or greater than that of the employee's annual leave.

The annual leave may also be divided into more than two periods where so requested by the employee, provided the employer consents thereto.

A leave not exceeding one week cannot be divided.

7.08. An employee is entitled to know the date of his annual leave at least four weeks in advance.

An employee must notify the employer at least four weeks in advance as to when he prefers to take the annual leave.

7.09. An employee must receive the indemnity for the annual leave in a single payment before the leave begins.

However, where the annual leave is divided in accordance with section 7.07, the indemnity will correspond to the fraction of the annual leave.

7.10. Employers are prohibited from replacing a leave provided for in sections 7.02 to 7.05 by a compensatory indemnity. At the request of the employee, the third week of leave and, where applicable, the fourth week, may, however, be replaced by a compensatory indemnity if the establishment closes for two weeks on the occasion of the annual leave.

7.11. Should an employee provided for in sections 7.03 to 7.05 be absent owing to sickness or accident or on maternity leave during the reference year and should

that absence result in the reduction of that employee's annual leave indemnity, the employee is then entitled to an indemnity equal, as the case may be, to twice, three or four times the weekly average of the wage earned during the period of work. An employee provided for in section 7.02 whose annual leave is less than two weeks is entitled to that amount in proportion to the days of leave credited to his account.

Notwithstanding the first paragraph, the annual leave indemnity must not exceed the indemnity to which the employee would have been entitled if he had not been absent or on leave owing to a reason provided for in the first paragraph.

7.12. Where an employee quits his employment, he receives the indemnity related to the leave acquired before the preceding 1 May, if the leave was not taken, as well as the indemnity due to him for the period which has elapsed since that date.

8.00. Special Leaves

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

8.02. An employee may be absent from work for one day, without pay, 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 spouse.

8.03. In the circumstances referred to in sections 8.01 and 8.02, the employee must advise his employer of his absence as soon as possible.

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 spouse.

The employee must advise his employer of his absence not less than one week in advance.

8.05. An employee may be absent from work for five days by reason of 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.

The employee must advise his employer of his absence as soon as possible.

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

8. The following is substituted for sections 10.00 to 13.01:

“10.00. Wages

10.01. The minimum hourly wage rates are as follows:

Trades	As of 2000 02 01	As of 2000 07 01	As of 2001 01 01
1. Apprentice:			
1 st year	\$8.46	\$8.46	\$8.46
2 nd year	\$8.75	\$8.75	\$8.75
3 rd year	\$9.33	\$9.33	\$9.33
4 th year	\$10.10	\$10.10	\$10.10
2. Journeyman: mechanic, diesel mechanic, welder, electrician, body-builder, wheel balancer, automatic transmission specialist, painter, saddler, body repairer:			
A	\$14.27	\$15.13	\$16.00
B	\$12.88	\$13.44	\$14.00
C	\$12.02	\$12.14	\$12.25
3. Parts Clerk:			
1 st year	\$7.32	\$7.44	\$7.55
2 nd year	\$7.58	\$7.79	\$8.00
3 rd year	\$8.07	\$8.29	\$8.50
4 th year	\$8.51	\$8.83	\$9.15
5 th year	\$9.09	\$9.42	\$9.75
6 th year	\$9.84	\$10.29	\$10.75
7 th year	\$10.60	\$10.93	\$11.25
8 th year	\$11.20	\$11.47	\$11.75
4. Messenger:			
	\$7.42	\$7.59	\$7.75
5. Dismantler:			
1 st year	\$7.72	\$7.86	\$8.00
2 nd year	\$8.25	\$8.38	\$8.50
3 rd year	\$9.15	\$9.20	\$9.25
4 th year	\$9.71	\$9.86	\$10.00

Trades	As of 2000 02 01	As of 2000 07 01	As of 2001 01 01
6. Washer:			
	\$7.10	\$7.30	\$7.50
7. Semiskilled Worker:			
1 st year	\$7.43	\$7.97	\$8.50
2 nd year	\$7.68	\$8.47	\$9.25
3 rd year	\$7.93	\$8.96	\$10.00
8. Pump Attendant:			
	\$7.00	\$7.00	\$7.00
9. Service Attendant:			
1 st year	\$7.71	\$7.86	\$8.00
2 nd year	\$8.33	\$8.54	\$8.75
3 rd year	\$9.20	\$9.25	\$9.25
4 th year	\$9.63	\$9.69	\$9.75

10.02. Wages must be paid in cash in a sealed envelope or by cheque by Thursday at the latest. The payment may be made by bank transfer if so provided in a written agreement.

An employee is deemed not to have received payment of the wages due to him if the cheque delivered to him is not cashable within two working days following its receipt.

After agreement with his employees, an employer may pay them every two weeks.

The wages of an employee must be paid directly to him, at his place of employment and on a working day, except where the payment is made by bank transfer or is sent by mail. The wages of an employee may also, at his written request, be remitted to a third person.

If the usual day of payment of wages falls on a general statutory holiday, the wages are paid to the employee on the working day preceding that day.

10.03. The employer must remit to the employee, together with his wages, a pay sheet containing sufficient information to enable the employee to verify the computation of his wages. That pay sheet must include, in particular, the following information, where applicable:

- (1) the name of the employer;
- (2) the surname and given name of the employee;
- (3) the identification of the employee's occupation;
- (4) the date of the payment and the work period corresponding to the payment;

- (5) the number of hours paid at the current rate;
- (6) the number of hours of overtime paid or replaced by a leave with the applicable premium;
- (7) the nature and amount of the bonuses, premiums, commissions, indemnities or allowances that are being paid;
- (8) the current hourly rate;
- (9) the amount of wages before deductions;
- (10) the nature and amount of the deductions effected;
- (11) the amount of the net wages paid to the employee.

10.04. The hourly wage rates provided for in section 10.01 are minimum hourly rates. Any commission, bonus, premium and any other form of remuneration must be paid to the employee in addition to the minimum hourly wage rate. No compensation or benefit having pecuniary value may be taken into account in computing the minimum hourly rate.

10.05. No signing formality other than that establishing that the sum remitted to the employee corresponds to the amount of net wages indicated on the pay sheet may be required upon payment of the wages.

10.06. Acceptance of a pay sheet by an employee does not entail his renunciation of the payment of all or part of the wages that are due to him.

10.07. No employer may make deductions from wages unless he is required to do so pursuant to an Act, a regulation, a court order, a collective agreement, a decree or unless he is authorized to do so in writing by the employee.

The employee may at any time revoke that authorization. The employer must remit the sums so withheld to their intended receiver.

10.08. Any gratuity paid directly or indirectly by a patron to an employee belongs to him of right and does not form part of the wages that are otherwise due to him. Any gratuity collected by the employer must be remitted to the employee. The word "gratuity" includes the service charge added to the patron's bill.

10.09. An employee called upon occasionally or regularly to perform tasks in different trades receives the hourly wage corresponding to his new trade receiving

the most pay and is entitled to all the related conditions of employment.

An employee assigned permanently to a new trade receives the hourly wage corresponding to his new trade and is entitled to all the related conditions of employment.

10.10. If an employer terminates an employee's contract of employment and takes him back in the same employment within six months before the end of the contract, he must pay to the employee at least the wage rate he paid to him before the end of the contract of employment.

10.11. Notwithstanding any other provision of this Decree, the employee's weekly wage must not be less than the wage he would receive if he were remunerated in accordance with the Regulation respecting labour standards (R.R.Q., 1981, c. N-1.1, r. 3).

11.00. Notice of Termination of Employment or Layoff, and Work Certificate

11.01. The employer must give written notice to an employee before terminating his contract of employment or laying him off for six months or more.

That notice shall be of one week if the employee is credited with less than one year of uninterrupted service, two weeks if he is credited with one year to five years of uninterrupted service, four weeks if he is credited with five years to ten years of uninterrupted service and eight weeks if he is credited with ten years or more of uninterrupted service.

A notice of termination of employment given to an employee during the period when he is laid off is null, except in the case of employment that usually lasts for not more than six months each year due to the influence of the seasons.

11.02. Section 11.01 does not apply to an employee

- (1) who has less than three months of uninterrupted service;
- (2) whose contract for a fixed term or for a specific undertaking expires;
- (3) who has committed a serious fault;
- (4) for whom the end of the contract of employment or the layoff is a result of a fortuitous event.

11.03. An employer who does not give the notice prescribed in section 11.01, or who gives a notice of an insufficient period, must pay the employee a compensatory indemnity equal to his regular wage, excluding overtime, for a period equal to the period or remaining period of notice to which he was entitled.

That indemnity must be paid at the time the employment is terminated or at the time the employee is laid off for a period expected to last more than six months, or at the end of a period of six months after a layoff of indeterminate length, or a layoff expected to last less than six months but which exceeds that period.

11.04. At the expiry of the contract of employment, an employee may require his employer to issue to him a work certificate in which the following information, and only the following information, is set forth: the nature and the duration of the employment, the dates on which his employment began and terminated, and the name and address of the employer. The certificate must not carry any mention of the quality of the work or the conduct of the employee.

12.00. Uniforms

12.01. Where an employer requires that a uniform be worn, he cannot deduct any amount from the salary for the purchase, use or care of that uniform.

13.00. Duration of Decree

13.01. This Decree remains in force until 22 December 2001. It is then renewed automatically from year to year, unless the group comprising the employer contracting party or the union contracting party opposes it by sending written notice to the Minister of State for Labour and Employment and Minister of Labour and to all the contracting parties comprising the other group, during the month of June 2001 or during the month of June of any subsequent year.”

9. Schedule 1 to the Decree is amended:

(1) by striking out the title “REGION 02 – SAGUENAY – LAC SAINT-JEAN”;

(2) by substituting “Albanel, ville d’Alma” for “Village d’Albanel, canton d’Albanel”;

(3) by substituting “ville de Chicoutimi” for “Chicoutimi”;

(4) by striking out “Chicoutimi, partie Lalemant, Chicoutimi, partie Mont-Valin, Chicoutimi, partie Rivière-à-Mars”;

(5) by substituting “ville de Desbiens, ville de Dolbeau-Mistassini, Ferland-et-Boilleau” for “Desbiens, Dolbeau, Ferland-et-Boileau”;

(6) by substituting “village de Hébertville-Station, ville de Jonquière, Lac-Kénogami” for “Hébertville-Station, Jonquière, Kénogami”;

(7) by substituting “ville de La Baie” for “La Baie”;

(8) by substituting “paroisse de La Doré” for “La Doré”;

(9) by striking out “Lac-à-la-Croix”;

(10) by striking out “Lac-Saint-Jean-Est, partie Belle-Rivière, Lac-Saint-Jean-Ouest, partie Châte-des-Passes, Lac-Saint-Jean-Ouest, partie Lac-Chigoubiche, Lac Saint-Jean-Ouest, partie Rivière-Mistassini”;

(11) by substituting “paroisse de Larouche, paroisse de L’Ascension-de-Notre-Seigneur, ville de Laterrière, ville de Métabetchouan-Lac-à-la-Croix” for Larouche, L’Ascension-de-Notre-Seigneur, Laterrière, Métabetchouan”;

(12) by striking out “ville de Mistassini”;

(13) by substituting “ville de Normandin” for “Normandin”;

(14) by substituting “ville de Roberval” for “Roberval”;

(15) by substituting “village de Saint-André-du-Lac-Saint-Jean, paroisse de Saint-Augustin” for “Saint-André-du-Lac-Saint-Jean, Saint-Augustin”;

(16) by substituting “Saint-Eugène-d’Argentenay, ville de Saint-Félicien” for “Saint-Eugène, Saint-Félicien”;

(17) by striking out “Saint-Méthode”;

(18) by substituting “village de Sainte-Jeanne-d’Arc” for “Sainte-Jeanne-d’Arc”;

(19) by substituting “paroisse de Sainte-Rose-du-Nord” for “Sainte-Rose-du-Nord”;

(20) by substituting “Saint-Nazaire” for Taché”;

(21) by substituting “canton de Tremblay” for “Tremblay”.

10. With respect to section 11, the definitions of trades specified in section 1.01 as well as the wage scales provided for in section 10.01 of the Decree, as read before the coming into force of this Decree, apply until 31 January 2000.

11. This Decree comes into force on the day of its publication in the *Gazette officielle du Québec*, except for paragraphs 2, 3, 6 and 8 to 11 of section 1.01 of the Decree, made by section 3 of this Decree, which comes into force on 1 February 2000.

3281

Gouvernement du Québec

O.C. 1389-99, 8 December 1999

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

Garage employees — Mauricie — Modifications

Decree to amend the Decree respecting garage employees in the Mauricie region

WHEREAS the Government made the Decree respecting garage employees in the Mauricie region (R.R.Q., 1981, c. D-2, r. 42);

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

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

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 to this Order in Council was published in Part 2 of the *Gazette officielle du Québec* of 18 August 1999 and, on the same date, in two French-language newspapers and, on 22 August 1999, in another French-language newspaper and, on 27 August 1999, in an English-language newspaper 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 this draft Decree with amendments;

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

THAT the Decree to amend the Decree respecting garage employees in the Mauricie region, attached hereto, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Decree to amend the Decree respecting garage employees in the Mauricie region*

An Act respecting collective agreement decrees (R.S.Q., c. D-2, ss. 2, 6.1, 6.2 and 10)

1. The following title is substituted for the Decree respecting garage employees in the Mauricie region:

“Decree respecting the automotive services industry in the Drummond and the Mauricie regions”.

2. The Decree is amended by striking out the part preceding section 1.00.

3. The following is substituted for section 1.01:

“**1.01.** In this Decree, unless the context requires otherwise, the following expressions mean:

(1) “clerk’s helper”: employee who helps the parts clerk and whose work is similar to that of the parts clerk;

(2) “apprentice”: person who learns one of the trades for which the parity committee issues a qualification certificate;

(3) “artisan”: person working on his own account alone or in partnership and who performs work governed by the Decree for others;

(4) “parts clerk”: employee whose duties are related mainly to distributing or selling vehicle parts, accessories or tires where such parts, accessories or tires are

* The Decree respecting garage employees in the Mauricie region (R.R.Q., 1981, c. D-2, r. 45) was last amended by the Regulation made by Order in Council No. 1569-98 dated 16 December 1998 (1998, *G.O.* 2, 4815). For previous amendments, refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 September 1999.

distributed or sold to garages, service stations, parts shops, new or used car dealers and to any establishment whose activities are governed by the Decree or where such parts, accessories or tires are used by those establishments when performing work governed by the Decree;

(5) “messenger”: employee working in an establishment where work governed by the Decree is performed, whose duties are related mainly to delivering vehicle parts, accessories or tires;

(6) “journeyman”: employee who has completed apprenticeship and has obtained the necessary certificate of qualification for plying one of the trades of the automobile industry governed by this Decree;

(7) “spouses”: means either of two persons who:

(a) are married and cohabiting;

(b) are living together in a de facto union and are the father and mother of the same child;

(c) are of opposite sex or the same sex and have been living together in a de facto union for one year or more;

(8) “dismantler”: employee whose duties are related mainly to dismantling a vehicle for the purposes of selling or storing the parts;

(9) “grade or year”: period during which an employee acquires 2 000 hours of experience in one of the trades provided for in the Decree. Annual leave with pay, leave for family events and statutory general holidays are taken into account in the computation of hours of experience. The same is true for hours spent in training which the parity committee deems to be equivalent;

(10) “combination of road vehicles”: a combination of vehicles composed of a motorized heavy road vehicle hauling a trailer, a semi-trailer or a detachable axle;

(11) “washer”: employee whose duties are related mainly to performing one or another of the following tasks: washing, cleaning, wiping or waxing vehicles or their parts, by hand or with machines;

(12) “semiskilled worker”: employee whose duties are related mainly to one or another of the following tasks:

(a) restoring, overhauling, repairing or retooling vehicle parts or accessories without assembling them on the vehicle, and examining parts or accessories sold with guarantees, whether or not they are installed on a vehicle, where they are returned because of a defect;

(b) installing upholstery, hubcaps, windshield or windows;

(13) “pump attendant”: employee whose duties are related mainly to the sale of gasoline or lubricants and to the supervision of pumps;

(14) “service attendant”: employee whose duties are related mainly to one or another of the following tasks: lubricating, changing oil, applying anti-rust, balancing wheels, installing, repairing, installing or dismantling radiators, shock absorbers, tires, windshield wipers, headlights, filters, mufflers, radios, and installing or boosting batteries on a vehicle;

(15) “uninterrupted service”: the uninterrupted period during which the employee is bound to the employer by a contract of employment, even if the performance of work has been interrupted without cancellation of the contract, and the period during which fixed-term contracts succeed one another without an interruption that would, in the circumstances, give cause to conclude that the contract was not renewed;

(16) “vehicle”: a combination of road vehicles and a heavy road vehicle within the meaning of this Decree as well as a motor vehicle and a road vehicle as defined in section 4 of the Highway Safety Code (R.S.Q., c. C-24.2), excluding mopeds and motorcycles as defined in section 4 of the Code, an all-terrain vehicle as defined in section 1 of the Regulation respecting all-terrain vehicles made by Order in Council No. 58-88 of 13 January 1988, a snowmobile as defined in section 1 of the Regulation respecting snowmobiles (R.R.Q., 1981, c. C-24, r. 21) and any other vehicle intended to be used off public roads owing to its nature, purpose or the operation of a law;

(17) “heavy road vehicle”: a road vehicle whose net mass is 4 500 kg or more.”

4. The Decree is amended by adding, after section 1.01, the following:

“1.02. Names of Contracting Parties

(1) Group representing the employer contracting party:

La Corporation des concessionnaires d’automobiles de Drummondville inc.;

La Corporation des concessionnaires d’automobiles de la Mauricie inc.;

The Automobile Industries Association of Canada;
Association des spécialistes du pneu du Québec inc.;

L’Association des marchands Canadian Tire du Québec inc.;

Association des services de l’automobile;

(2) Group representing the union party:

Syndicat national de l'automobile, de l'aérospatiale, du transport et des autres travailleurs et travailleuses du Canada (TCA-Canada), section locale 4298;

Syndicat national des employés de garage du Québec inc..”.

5. The following is substituted for the heading of Division 2.00;

“2.00. Jurisdiction”.

6. The following is substituted for section 2.01:

“2.01. Professional and Industrial Jurisdiction

(1) The Decree applies to the following work:

(a) repairing, altering or inspecting a vehicle, its parts or accessories;

(b) restoring, overhauling, repairing, retooling or any other work of the same type performed on vehicle parts, accessories or tires, as well as their installation on that vehicle;

(c) completely or partially dismantling a vehicle;

(d) selling gasoline, lubricants or any other similar products used for a vehicle where, in the establishment where such work is performed, work specified in paragraph *a, b, f* or *g* is also performed;

(e) washing, waxing or cleaning a vehicle where, in the establishment where such work is performed, work mentioned in paragraph *a, b, f* or *g* is also performed;

(f) distributing or selling vehicle parts, accessories or tires to garages, service stations, parts shops, new or used car dealers or to any establishment whose activities are governed by the Decree;

(g) distributing or selling vehicle parts, accessories or tires by an establishment specified in paragraph *f* when performing work governed by the Decree;

(h) delivering vehicle parts, accessories or tires where, in the establishment where such work is performed, other work governed by the Decree is also performed.

(2) Exclusions: The Decree does not apply to:

(a) work specified in subsection 1 when done exclusively for the employer's own service or own needs or when done exclusively on farm machinery;

(b) vulcanizing and retreading;

(c) the sale of vehicle parts, accessories or tires to parts shops or to wholesalers carried out:

i. in a warehouse or in a distribution centre;

ii. in a warehouse only, where the establishment of the employer utilizes it, at a same time, as a parts warehouse and as a parts shop.”.

7. Section 2.02 is amended:

(1) by substituting the following for the part that precedes subsection 1:

“2.02. Territorial jurisdiction: The Decree applies within the boundaries of the following municipalities, including administrative regions 04 — Mauricie and 17 — Centre du Québec:

Mauricie Region”;

(2) by inserting in subsection (1), after the words “municipalities of:”, “Aston-Jonction,”;

(3) by inserting in subsection (1) after “Lemieux”, “Manseau,”;

(4) by striking out, in subsection (1), “Saint-Jeand-Piles”;

(5) by substituting in subsection (1), “Saint-Léonard-d’Aston” for “Saint-Léonard”;

(6) by inserting in subsection (1), after “Saint-Léonard-d’Aston”, “Saint-Luc-de-Vincennes”;

(7) by striking out in subsection (1), “Sainte-Marthe-du-Cap-de-la-Madeleine”;

(8) by inserting in subsection (1), after “Sainte-Mariede-Blandford”, “Saint-Mathieu-du-Parc, Sainte-Monique”;

(9) by inserting in subsection (2), after “Nicolet”, “Saint-Louis-de-France, Sainte-Marthe-du-Cap,”;

(10) by inserting in subsection (3), after “Saint-Jean-Baptiste-de-Nicolet”, “Saint-Jean-des-Piles,”;

(11) by striking out in subsection (3), “Saint-Louis-de-France, Saint-Luc, Saint-Mathieu”;

(12) by striking out in subsection (3), “Sainte-Monique”;

(13) by striking out in subsection (3), “Saint-Tite”;

(14) by substituting in subsection (4), “Saint-Célestin” for “Annville”;

(15) by striking out in subsection (4), “Aston-Jonction, Baie-de-Shawinigan, Manseau, Saint-Léonard-d’Aston, Sainte-Monique”;

(16) by adding the following after the first paragraph:

“Drummond Region

Ville de Drummondville and the territory located in whole or in part, less than five kilometres of its limits, Kingsey, L’Avenir, the village and parish of Notre-Dame-du-Bon-Conseil, Saint-Cyrille-de-Wendover, parish of Saint-Edmond-de-Grantham, Saint-Eugène, Saint-Germain-de-Grantham, parish of Saint-Lucien, parish of Saint-Majorique-de-Grantham, ville de Saint-Nicéphore, Durham-Sud, Wickham.”.

8. The following is substituted for sections 3.00 to 11.01:

“3.00. Working Hours

3.01. The standard workweek is 40 hours scheduled:

(1) over no more than five consecutive days, from Monday to Saturday, for the apprentice and the journeyman;

(2) from Monday to Saturday, for the dismantler, the washer, the semiskilled operator and the pump attendant;

(3) over no more than five consecutive days for the parts clerk, the messenger and the service attendant;

(4) over no more than six consecutive days for all employees of an employer where the work specified in paragraph *a* or *b* of subsection (1) of section 2.01 is performed on heavy road vehicles or combinations of road vehicles or pertains to such vehicles or combinations of vehicles.

3.02. The standard workday is no more than 10 hours scheduled over a maximum period of 11 consecutive hours.

3.03. An employee may require a rest period up to one hour, without pay, for meals, and the employer cannot require the employee to work more than five consecutive hours between each meal.

That period is remunerated if the employee is not authorized to leave his work station.

3.04. An employee is deemed to be at work during the coffee break.

3.05. An employee is entitled to a weekly rest period of 24 consecutive hours.

4.00. Overtime Hours

4.01. Hours worked in addition to the standard workday or workweek entail a premium of 50 % of the hourly wage currently paid to the employee, except for premiums computed on an hourly basis.

Notwithstanding the first paragraph, the employer may, at the request of the employee, replace the payment of overtime by paid leave equivalent to the overtime worked plus 50 %.

That leave must be taken during the 12 months following the overtime worked at a date agreed upon between the employer and the employee; otherwise the overtime must be paid. However, where the contract of employment is terminated before the employee is able to benefit from the leave, the overtime must be paid at the same time as the last payment of wages.

4.02. For the purposes of computing overtime, annual leaves and paid general holidays are counted as days of work.

4.03. Hours worked between 9.00 p.m. and 7:00 a.m. by employees, except for the pump attendant and for employees specified in subsection (4) of section 3.01 entail a premium of 0,30 \$ of the hourly rate currently paid.

5.00. Recall to Work

5.01. An employee who reports to work at his place of employment at the express demand of his employer or in the regular course of his employment and who works fewer than three consecutive hours, except in the case of a fortuitous event, is entitled to an indemnity equal to three hours at his hourly rate currently paid and, as the case may be, increased, in accordance with section 4.01.

5.02. An employee who is at his place of employment and is required to wait for work to be assigned to him is deemed to be working.

6.00. Statutory General Holidays

6.01. The following days are paid statutory general holidays, regardless of the day of the week on which they fall: 1 and 2 January, Good Friday or Easter Monday, the Monday preceding 25 May, 1 July or, if that date falls on a Sunday, 2 July, the first Monday of September, the second Monday of October and 25 and 26 December.

6.01.1. The afternoons of 24 and 31 December 1999 are also paid statutory general holidays, only for employees who perform work governed by this Decree within the territorial jurisdiction specified in section 2.02 of the Decree, as it read on 21 December 1999. Despite the provisions of sections 6.02 and 6.03, the employer pays the employee, for those two half days, an indemnity equal to his regular rate multiplied by the number of hours included in the standard working day provided that the employee:

- (1) has one month of continuous service to his credit;
- (2) has worked or been on an authorized leave during his standard workday preceding and following the holiday.

For the purposes of the first paragraph, the afternoon holidays scheduled for 24 and 31 December 1999 are considered to be one standard workday;

- (3) has not been absent more than one month before the holiday;

6.01.2. Where 2 January or 26 December falls on a non-working day, it must be taken as holiday on the first working day that follows.

The first paragraph applies only to employees who perform work governed by this Decree within the territorial jurisdiction specified in section 2.02 of the Decree respecting garage employees in the Drummond region (R.R.Q., 1981, c. D-2, r. 43), as it read before its revocation.

6.02. To be entitled to a 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 on the first working day of his work schedule preceding and following that holiday.

However, an employee is deemed not to be absent from work on the first working day of his work schedule preceding and following a holiday if:

(1) the absence of the employee is authorized by a law or the employer, or is for a valid reason, and the employee must not receive for that holiday an indemnity for an accident, illness or disability payable under an act, in particular, the Act respecting work accidents and occupational diseases, the Act respecting automobile insurance, the Act respecting employment insurance, or payable under any public plan or collective compensation plan;

(2) the employee was laid off for less than 20 days preceding or following 1 and 2 January as well as 25 and 26 December, or for less than five days for the other holidays provided for in section 6.01.

6.03. The employer must pay to an employee who is entitled to a holiday provided for in section 6.01, 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 hours, or grant the employee who so requests, a compensatory holiday of one day on a date agreed upon between the employer and the employee, no later than 12 months following the date of the holiday.

6.04. Where an employee is obliged to work on one of the holidays provided for in section 6.01, the employer, in addition to paying him the indemnity for that day, must pay him for the hours worked at his wage currently paid or grant him a compensatory holiday of one day on a date agreed upon between the employer and the employee, no later than 12 months following the date of that holiday.

6.05. If an employee is on annual leave on one of the holidays provided for in section 6.01, the employer must pay him the indemnity provided for in section 6.03 or grant him, if the employee so requests, a compensatory holiday of one day on a date agreed upon between the employer and the employee, no later than 12 months following the date of the holiday.

6.06. St. John the Baptist's Day is a statutory general holiday under the National Holiday Act (R.S.Q., c. F-1.1).

7.00. Annual Leaves with Pay

7.01. The reference year is a period of 12 consecutive months during which an employee progressively acquires entitlement to an annual leave. That period extends from 1 May of the preceding year to 30 April of the current year.

7.02. An employee who, at the end of a reference year, is credited with less than one year of uninterrupted service with the same employer during that period, is

entitled to an uninterrupted leave for a duration determined at the rate of one working day for each month of uninterrupted service, for a total leave not exceeding two weeks.

The indemnity for that leave is 4 % of the gross wages of the employee during the reference year.

7.03. An employee who, at the end of a reference year, is credited with one year of uninterrupted service with the same employer during that period, is entitled to an annual leave of a minimum duration of two consecutive weeks.

The indemnity for that leave is 4 % of the gross wages of the employee during the reference year.

Where the employee so requests, he is entitled to one week of additional leave without pay.

7.04. An employee who, at the end of a reference year, is credited with five years of uninterrupted service with the same employer during that period, is entitled to an annual leave of a minimum duration of three consecutive weeks.

The indemnity for that leave is 6 % of the gross wages of the employee during the reference year.

7.05. An employee who, at the end of a reference year, is credited with 15 years of uninterrupted service with the same employer during that period, is entitled to an annual leave of a minimum duration of four weeks, three of which are consecutive.

The indemnity for that leave is 8 % of the gross wages of the employee during the reference year.

7.06. The annual leave must be taken within 12 months following the end of the reference year.

Any period of salary insurance, sickness insurance or disability insurance interrupted by a leave taken in accordance with the first paragraph is continued, where applicable, after the leave, as if it had never been interrupted.

7.07. The annual leave may be divided into two periods where so requested by the employee. However, the employer may refuse his request if he closes his establishment for a period equal to or greater than that of the employee's annual leave.

The annual leave may also be divided into more than two periods where so requested by the employee, provided the employer consents thereto.

A leave not exceeding one week cannot be divided.

7.08. An employee is entitled to know the date of his annual leave at least four weeks in advance.

An employee must notify the employer at least four weeks in advance as to when he prefers to take his annual leave.

7.09. An employee must receive the indemnity for the annual leave in a single payment before the leave begins.

However, when the annual leave is divided in accordance with section 7.07, the indemnity will correspond to the fraction of the annual leave.

7.10. Employers are prohibited from replacing a leave provided for in sections 7.02 to 7.05 by a compensatory indemnity. At the request of the employee, the third week and, where applicable, the fourth week may, however, be replaced by a compensatory indemnity.

7.11. Should an employee provided for in sections 7.03 to 7.05 be absent owing to sickness or an accident or is on maternity leave during the reference year and should that absence result in the reduction of that employee's annual leave indemnity, the employee is then entitled to an indemnity equal, as the case may be, to twice, three or four times the weekly average of the wage earned during the period of work. An employee provided for in section 7.02 whose annual leave is less than two weeks is entitled to that amount in proportion to the days of leave credited to his account.

Notwithstanding the first paragraph, the annual leave indemnity must not exceed the indemnity to which the employee would have been entitled if he had not been absent or on leave owing to a reason provided for in the first paragraph.

7.12. Where an employee quits his employment, he receives the indemnity related to the leave acquired before the preceding 1 May, if the leave was not taken, as well as the indemnity due to him for the period which has elapsed since that date.

8.00. Special Leaves

8.01. An employee is entitled to the following leaves by reason of:

(1) the death or the funeral of his spouse: five days of leave, without reduction of wages;

(2) the death or funeral of his child or the child of his spouse: four days of leave, without reduction of wages;

(3) the death or funeral of his father or mother: three days of leave, without reduction of wages, and one day of leave without pay;

(4) the death or funeral of his brother or sister: two days of leave, without reduction of wages, and two days of leave without pay;

(5) the death or funeral of his father-in-law or mother-in-law: two days of leave, without reduction of wages;

(6) the death or funeral of his brother-in-law or sister-in-law, of a son-in-law or daughter-in-law, one of his grandparents or of one of his grandchildren and also of the father, mother, brother or sister of his spouse: one day of leave, without reduction of wages;

(7) the birth of his child or the adoption of a child: two days of leave, without reduction of wages, and three days of leave without pay.

That 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;

(8) his wedding day: one day of leave, without reduction of wages;

(9) the wedding day of one of his children, his father, mother, brother, sister or a child of his spouse: one day of leave without pay.

8.02. In the circumstances referred to in section 8.01, the employee must advise his employer of his absence as soon as possible.

9.00 Wages

9.01. The minimum hourly wage rates are as follows:

Trades	As of 2000 02 01	As of 2000 07 01	As of 2001 01 01
1. Clerk's Helper:			
Grade 1	\$7.20	\$7.50	\$7.80
Grade 2	\$7.80	\$8.10	\$8.40
Grade 3	\$8.53	\$8.77	\$9.00
Grade 4	\$9.13	\$9.37	\$9.60

Trades	As of 2000 02 01	As of 2000 07 01	As of 2001 01 01
2. Apprentice:			
1st year	\$7.29	\$7.64	\$8.00
2nd year	\$7.83	\$8.17	\$8.50
3rd year	\$8.34	\$8.67	\$9.00
4th year	\$8.89	\$9.19	\$9.50
3. Journeyman:			
A	\$12.43	\$13.72	\$15.00
B	\$11.43	\$12.22	\$13.00
C	\$10.85	\$11.42	\$12.00
4. Parts Clerk:			
Grade 1	\$7.20	\$7.50	\$7.80
Grade 2	\$7.80	\$8.10	\$8.40
Grade 3	\$8.53	\$8.77	\$9.00
Grade 4	\$9.13	\$9.37	\$9.60
Grade 5	\$9.63	\$9.91	\$10.20
Grade 6	\$10.05	\$10.42	\$10.80
Grade 7	\$10.59	\$10.99	\$11.40
5. Messenger:	\$7.10	\$7.20	\$7.30
6. Dismantler:			
Grade 1	\$7.27	\$7.63	\$8.00
Grade 2	\$7.77	\$8.14	\$8.50
Grade 3	\$8.23	\$8.74	\$9.25
7. Washer:	\$7.05	\$7.05	\$7.05
8. Semiskilled Worker:			
Grade 1	\$7.43	\$7.97	\$8.50
Grade 2	\$7.68	\$8.47	\$9.25
Grade 3	\$7.93	\$9.30	\$10.00
9. Pump Attendant	\$7.00	\$7.00	\$7.00
10. Service Attendant:			
Grade 1	\$7.18	\$7.47	\$7.75
Grade 2	\$7.35	\$7.80	\$8.25
Grade 3	\$7.52	\$8.13	\$8.75
Grade 4	\$8.29	\$8.77	\$9.25
Grade 5	\$8.46	\$9.10	\$9.75

9.02. Wages must be paid in cash in a sealed envelope or by cheque by Thursday at the latest. The payment may be made by bank transfer if so provided in a written agreement.

An employee is deemed not to have received payment of the wages due to him if the cheque delivered to him is not cashable within two working days following its receipt.

After agreement with his employees, an employer may pay them every two weeks.

The wages of an employee must be paid directly to him, at his place of employment and on a working day, except where the payment is made by bank transfer or is sent by mail. The wages of an employee may also, at his written request, be remitted to a third person.

If the usual day of payment of wages falls on a statutory general holiday, the wages are paid to the employee on the working day preceding that day.

9.03. The employer must remit to the employee, together with his wages, a pay sheet containing sufficient information to enable the employee to verify the computation of his wages. That pay sheet must include, in particular, the following information, where applicable:

- (1) the name of the employer;
- (2) the surname and given name of the employee;
- (3) the identification of the employee's occupation;
- (4) the date of the payment and the work period corresponding to the payment;
- (5) the number of hours paid at his current rate;
- (6) the number of hours of overtime paid, cumulated or replaced by a leave with the applicable premium;
- (7) the nature and amount of the bonuses, premiums, commissions, indemnities or allowances that are being paid;
- (8) the current hourly rate;
- (9) the amount of wages before deductions;
- (10) the nature and amount of deductions being effected;
- (11) the amount of the net wages paid to the employee.

9.04. Any commission, bonus, premium and any other form of remuneration must be paid to the employee in addition to the minimum hourly wage rate. No compensation or benefit having pecuniary value may be taken into account in computing the minimum hourly rate.

9.05. No signing formality other than that establishing that the sum remitted to the employee corresponds to the amount of net wages indicated on the pay sheet may be required upon payment of the wages.

9.06. Acceptance of a pay sheet does not entail his renunciation of the payment of all or part of the wages that are due to him.

9.07. No employer may make deductions from wages unless he is required to do so pursuant to an Act, a regulation, a court order, a collective agreement, a decree or unless he is authorized to do so in writing by the employee.

The employee may at any time revoke that authorization. The employer must remit the sums so withheld to their intended receiver.

9.08. Any gratuity paid directly or indirectly by a patron to an employee belongs to him of right and does not form part of the wages that are otherwise due to him. Any gratuity collected by the employer must be remitted to the employee. The word "gratuity" includes the service charge added to the patron's bill.

9.09. An employee called upon occasionally or regularly to perform tasks in different trades receives the hourly wage corresponding to his new trade receiving the most pay and is entitled to all the related conditions of employment.

An employee assigned permanently to a new trade receives the hourly wage corresponding to his new trade and is entitled to all the related conditions of employment.

9.10. If an employer terminates an employee's contract of employment and takes him back in the same employment within six months before the end of the contract, he must pay to the employee at least the wage rate he paid to him before the end of the contract of employment.

9.11. Notwithstanding any other provision of the Decree, the employee's weekly wage must not be less than the wage he would receive if he were remunerated in accordance with the Regulation respecting labour standards (R.R.Q., 1981, c. N-1.1, r. 3).

10.00. Notice of Termination of Employment or Layoff, and Work Certificate

10.01. An employer must give written notice to an employee before terminating his contract of employment or laying him off for six months or more.

That notice shall be of one week if the employee is credited with less than one year of uninterrupted service, two weeks if he is credited with one year to five years of uninterrupted service, four weeks if he is credited with

five years to ten years of uninterrupted service and eight weeks if he is credited with ten years or more of uninterrupted service.

A notice of termination of employment given to an employee during the period that he is laid off is null, except in the case of employment that usually lasts for not more than six months each year due to the influence of the seasons.

10.02. Section 10.01 does not apply to an employee:

- (1) who does not have three months of uninterrupted service;
- (2) whose contract for a fixed term or for a specific undertaking expires;
- (3) who has committed a serious fault;
- (4) for whom the end of the contract of employment or the layoff is a result of a fortuitous event.

10.03. An employer who does not give the notice prescribed in section 10.01 or who gives a notice of an insufficient period, must pay the employee a compensatory indemnity equal to his regular wage, excluding overtime, for a period equal to the period or remaining period of notice to which he was entitled.

That indemnity must be paid at the time the employment is terminated or at the time the employee is laid off for a period expected to last more than six months, or at the end of a period of six months after a layoff of an undetermined length, or a layoff expected to last less than six months but which exceeds that period.

10.04. At the expiry of the contract of employment, an employee may require his employer to issue to him a work certificate in which only the following information is included: the nature and the duration of the employment, the dates on which his employment began and terminated, and the name and address of the employer. The certificate must not carry any mention of the quality of the work or the conduct of the employee.

11.00. Miscellaneous

11.01. Where the employer requires the employee to wear a uniform, he cannot deduct any amount from wages for the purchase, use or care of the uniform.

11.02. The parties to this Decree recognize the certificates already issued by the Comité paritaire de l'industrie de l'automobile du comté de Drummond.

12.00 Duration of the Decree

12.01. The Decree remains in force until 22 December 2001. It is automatically renewed from year to year, unless the group comprising the employer contracting party or the union party opposes it by sending a written notice to the Minister of State for Labour and Employment and Minister of Labour and to all the contracting parties comprising the employer contracting party or the union contracting party, during the month of June 2001 or during the month of June of any subsequent year.”.

9. Despite the provisions of section 3 of this Decree, with respect to the redefinition of trades specified in section 1.01 of the Decree, the tire specialist specified in paragraph *q* of section 1.01 of the Decree, as read before it was stricken out by this Decree, may continue to perform the duties related to the adjustment of the front end assembly, including the wheel balancing.

10. With respect to section 12 of this Decree, paragraphs *a, d, f, g, h, j, k, l, m, o, q, r, v* and *w* of section 1.01, as well as sections 2.02, 9.01 and 9.02 of the Decree respecting garage employees in the Mauricie region, apply until 31 January 2000, with respect to the work performed within the territorial jurisdiction provided for in section 2.02 of this Decree.

11. Despite the provisions of the Order in Council revoking the Decree respecting garage employees in the Drummond region, made by Order in Council 1392-99 dated 8 December 1999, paragraphs *c, d, e, g, h, i* and *j* of section 1.01, as well as sections 2.02, 9.01 and 9.02 of the Decree respecting garage employees in the Drummond region (R.R.Q., 1981, c. D-2, r.43), as read before the coming into force of that Order in council revoking the Decree, remains in force until 31 January 2000 with respect to the work performed within the territorial jurisdiction provided for in section 2.02 of this Decree.

12. This Decree comes into force on the day of its publication in the *Gazette officielle du Québec*, except for paragraphs 1, 4 to 6, 8, 9 and 11 to 14 of section 1.01, made by section 3 of this Decree, which comes into force on 1 February 2000.

Gouvernement du Québec

O.C. 1390-99, 8 December 1999

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

Garage employees — Arthabaska, Thetford Mines, Granby and Sherbrooke — Amendments

Decree to amend the Decree respecting garage employees in the Arthabaska, Thetford-Mines, Granby and Sherbrooke regions

WHEREAS the Government made the Decree respecting garage employees in the Arthabaska, Thetford-Mines, Granby and Sherbrooke regions (R.R.Q., 1981, c. D-2, r. 42);

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

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

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 to this Order in Council was published in Part 2 of the *Gazette officielle du Québec* of 18 August 1999 and, on the same date, in two French-language newspapers, on 21 August 1999, in another French-language newspaper and, on 27 August 1999, in an English-language newspaper 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 this draft Decree with amendments;

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

THAT the Decree to amend the Decree respecting garage employees in the Arthabaska, Thetford-Mines, Granby and Sherbrooke regions, attached hereto, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Decree to amend the Decree respecting garage employees in the Arthabaska, Thetford-Mines, Granby and Sherbrooke regions*

An Act respecting collective agreement decrees
(R.S.Q., c. D-2, ss. 2, 6.1, 6.2 and 10)

1. The following is substituted for the title of the Decree respecting garage employees in the Arthabaska, Thetford-Mines, Granby and Sherbrooke regions:

“Decree respecting the automotive services industry in the Arthabaska, Thetford Mines, Granby and Sherbrooke regions”.

2. The Decree is amended by striking out the part preceding Division 1.00.

3. The following is substituted for section 1.01 of the Decree:

“1.01. In this Decree, unless the context requires otherwise, the following expressions mean:

(1) “apprentice”: employee who learns one of the trades for which the parity committee issues a qualification certificate;

(2) “artisan”: person working on his own account alone or in partnership and who performs work governed by the Decree for others;

(3) “parts clerk”: employee whose duties are related mainly to distributing or selling vehicle parts, accessories or tires where such parts, accessories or tires are distributed or sold to garages, service stations, parts shops, new or used car dealers and to any establishment whose activities are governed by the Decree or where

* The Decree respecting garage employees in the Arthabaska, Thetford-Mines, Granby and Sherbrooke regions (R.R.Q., 1981, c. D-2, r. 42) was last amended by the Regulation made by Order in Council No. 1569-98 dated 16 December 1998 (1998, *G.O.* 2, 4815). For previous amendments, please refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 September 1999.

such parts, accessories or tires are used by those establishments when performing work governed by the Decree and who has fulfilled the necessary conditions in order to obtain the qualification certificate required by the parity committee;

(4) “messenger”: employee working in an establishment where work governed by the Decree is performed, whose duties are related mainly to delivering vehicle parts, accessories or tires;

(5) “journeyman”: employee whose duties are related mainly to maintenance, tests, inspection, repairs, alterations or other work of the same type, necessary or useful to keep a vehicle in good working order, and who has been qualified by the parity committee for one or more of the following trades related to the automotive industry: bodyman, bodyman-painter, painter, mechanic, machinist, electrician, welder, radiator specialist, wheel aligner and automatic transmission specialist;

(6) “spouse”: means either of two persons who:

(a) are married and cohabiting;

(b) are living together in a de facto union and are the father and mother of the same child;

(c) are of opposite sex or the same sex and who have been living together in a de facto union for one year or more;

(7) “dismantler”: employee whose duties are related mainly to dismantling a vehicle for the purposes of selling or storing the parts;

(8) “grade”: period during which an employee acquires 2 000 hours of experience in one of the trades provided for in the Decree. Only those hours actually worked are taken into account in the computation of hours of experience.

(9) “combination of road vehicles”: a combination of vehicles composed of a motorized heavy road vehicle hauling a trailer, a semi-trailer or a detachable axle;

(10) “washer”: employee whose duties are related mainly to one or another of the following tasks: washing, cleaning, wiping or waxing vehicles or their parts, by hand or with machines;

(11) “semiskilled worker”: employee whose duties are related mainly to one or another of the following tasks: restoring, overhauling, repairing or retooling vehicle parts or accessories without assembling them on the vehicle, and examining parts or accessories sold

with guarantees, whether or not they are installed on a vehicle, where they are returned because of a defect;

(12) “pump attendant”: employee whose duties are related mainly to the sale of gasoline or lubricants and to the supervision of pumps;

(13) “service attendant”: employee whose duties are related mainly to one or another of the following tasks:

(a) lubricating, changing oil, applying anti-rust, balancing wheels, installing, repairing or dismantling tires, windshield wipers, headlights, filters, mufflers and radios, and installing or boosting batteries on a vehicle;

(b) transporting customers only if he also performs other tasks governed by the Decree;

(c) installing upholstery, hubcaps, windshields or windows;

(14) “uninterrupted service”: the uninterrupted period during which the employee is bound to the employer by a contract of employment, even if the performance of work has been interrupted without cancellation of the contract, and the period during which fixed-term contracts succeed one another without an interruption that would, in the circumstances, give cause to conclude that the contract was not renewed;

(15) “vehicle”: a combination of road vehicles and a heavy road vehicle within the meaning of this Decree as well as a motor vehicle and a road vehicle as defined in section 4 of the Highway Safety Code (R.S.Q., c. C-24.2), excluding mopeds and motorcycles as defined in section 4 of that Code, an all-terrain vehicle as defined in section 1 of the Regulation respecting all-terrain vehicles made by Order in Council No. 58-88 dated 13 January 1988, a snowmobile as defined in section 1 of the Regulation respecting snowmobiles (R.R.Q., 1981, c. C-24, r. 21) and any other vehicle intended to be used off public roads owing to its nature, purpose or the operation of a law;

(16) “heavy road vehicle”: a road vehicle whose net mass is 4 500 kg or more.”.

4. This Decree is amended by adding, after section 1.01, the following:

“1.02. Names of Contracting Parties

(1) Group representing the employer contracting party:

Corporation des concessionnaires d'automobiles de l'Estrie (C.C.A.D.E.) Inc.;

Automotive industries Association of Canada;
Association des spécialistes du pneu du Québec inc.;

L'Association des marchands Canadian Tire du Québec inc.;

Association des services de l'automobile;

(2) Group representing the union contracting party:

Association des employés de garages des Cantons de l'Est;

Fédération démocratique de la métallurgie, des mines et des produits chimiques (CSD);

Le Syndicat national des employés de l'automobile de la région de Victoriaville (CSN).”.

5. The following title is substituted for the title of Division 2.00:

“**2.00. Jurisdiction**”.

6. The following is substituted for section 2.01:

“**2.01. Professional and Industrial Jurisdiction:**

(1) The Decree applies to the following work:

(a) repairing, altering or inspecting a vehicle, its parts or accessories;

(b) restoring, overhauling, repairing, retooling or any other work of the same type performed on vehicle parts, accessories or tires, as well as their installation on that vehicle;

(c) completely or partially dismantling a vehicle;

(d) selling gasoline, lubricants or any other similar products used for a vehicle where, in the establishment where such work is performed, work specified in paragraph *a*, *b*, *c*, *f* or *g* is also performed;

(e) washing, waxing or cleaning a vehicle where, in the establishment where such work is performed, work specified in paragraph *a*, *b*, *c*, *f* or *g* is also performed;

(f) distributing or selling vehicle parts, accessories or tires to garages, service stations, parts shops, new or used car dealers or to any establishment whose activities are governed by the Decree;

(g) distributing or selling vehicle parts, accessories or tires by an establishment specified in paragraph *f* when performing work governed by the Decree;

(h) delivering vehicle parts, accessories or tires where, in the establishment where such work is performed, other work governed by the Decree is also performed.

(2) **Exclusions:** The Decree does not apply to:

(a) work specified in subsection 1 where done exclusively for the employer's own service or own needs or when done exclusively on farm machinery;

(b) vulcanizing;

(c) the sale of vehicle parts, accessories or tires to parts shops carried out:

i. in a warehouse or in a distribution centre;

ii. in a warehouse only, where the establishment of the employer utilizes it, at the same time, as a parts warehouse and a parts shop;

(d) to work involved in producing or manufacturing vehicle parts or accessories serially.”.

7. The following is substituted for sections 3.01 to 10.03:

“**3.01.** The standard workweek is 40 hours scheduled:

(1) from Monday to Friday, for the apprentice and the journeyman;

(2) from Monday to Saturday, for the dismantler, the washer and the semiskilled worker;

(3) over no more than five consecutive days for the parts clerk, the messenger, the service attendant and the pump attendant;

(4) over no more than six consecutive days for all the employees of an employer where the work specified in paragraph *a* or *b* of subsection 1 of section 2.01 is performed on heavy road vehicles or combinations of road vehicles or pertains to such vehicles or combinations of vehicles.

3.02. The standard workday is no more than 10 hours scheduled over a maximum period of 11 consecutive hours.

3.03. An employee may require a rest period of up to one hour, without pay, for meals, and the employer cannot require that the employee to work more than five consecutive hours between each meal. That period is remunerated if the employee is not authorized to leave his work station.

3.04. An employee is deemed to be at work during the coffee break.

3.05. An employee is entitled to a weekly minimum rest period of 24 consecutive hours.

4.00. Overtime Hours

4.01. Hours worked in addition to the standard workday or workweek entail a premium of 50 % of the hourly wage currently paid to the employee, except for premiums computed on an hourly basis.

Notwithstanding the first paragraph, the employer may, at the request of the employee, replace the payment of overtime by paid leave equivalent to the overtime worked plus 50 %.

That leave must be taken during the 12 months following the overtime worked at a date agreed upon between the employer and the employee; otherwise the overtime must be paid. However, where the contract of employment is terminated before the employee is able to benefit from the leave, the overtime must be paid at the same time as the last payment of wages.

4.02. For the purposes of computing overtime, annual leaves and paid statutory general holidays are counted as days of work.

4.03. Hours worked between 9:00 p.m. and 7:00 a.m. by employees, except for employees specified in subsection 4 of section 3.01 entail a premium of 10 % of the hourly rate currently paid. The amount of the premium must not exceed \$0.70 per hour.

5.00. Recall to Work

5.01. An employee who reports to work at his place of employment at the express demand of his employer or in the regular course of his employment and who works fewer than three consecutive hours, except in the case of a fortuitous event, is entitled to an indemnity equal to three hours at his hourly rate currently paid and, as the case may be, increased, in accordance with section 4.01.

5.02. An employee who is at his place of employment and is required to wait for work to be assigned to him is deemed to be working.

6.00. Statutory General Holidays

This Division applies to all employees, except for section 6.07 which applies to pump attendants and to washers only.

6.01. The following days are paid statutory general holidays, regardless of the day of the week on which they fall: 1 and 2 January, Good Friday or Easter Monday, the Monday preceding 25 May, 1 July or, if that date falls on a Sunday, 2 July, the first Monday of September, the second Monday of October and 25 and 26 December.

The afternoons of 24 and 31 December 1999 are also paid statutory general holidays. Despite the provisions of sections 6.02 and 6.03, the employer pays the employee, for those two half days, and indemnity equal to his remuneration for a working day provided that the employee:

(1) has three months of continuous service to his credit;

(2) has worked or been on an authorized leave during his standard workday preceding and following the holiday;

(3) has not been absent because of an accident or illness more than five days before the holiday.

6.02. To be entitled to a 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 on the first working day in his work schedule preceding and following that holiday.

However, an employee is deemed not to be absent from work on the first working day of his work schedule preceding and following a holiday where:

(1) the absence of the employee is authorized by a law or the employer, or is for a valid reason and if the employee receives for that holiday no indemnity from the Commission de la santé et de la sécurité du travail, the employment insurance or from any private compensation plan for accidents, sickness or disability;

(2) the employee was laid off for less than 20 days preceding or following 1 and 2 January as well as 25 and 26 December, or for less than 48 hours for the other holidays provided for in section 6.01.

6.03. The employer must pay to an employee who is entitled to a holiday provided for in section 6.01 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.

6.04. An employee who must work on one of the holidays provided for in section 6.01 is paid for the hours worked at his wage currently paid, as well as receiving the indemnity for that holiday.

6.05. If an employee is on annual leave on one of the holidays provided for in section 6.01, the employer must pay him the indemnity provided for in section 6.03 or grant him a compensatory holiday of one day on a date agreed upon between the employer and the employee.

6.06. St. John the Baptist's Day is a statutory general holiday under the National Holiday Act (R.S.Q., c. F-1-1).

6.07. The pump attendant and the washer are entitled to the holiday provided for in section 6.01 where that holiday falls on a working day, if they are credited with 60 days of uninterrupted service in the undertaking and are not absent from work without the employer's authorization or without a valid reason, on the first working day of their work schedule before or after that holiday.

The first paragraph does not confer any benefit on employees who would not have been entitled to remuneration on a day listed in section 6.01, except insofar as section 6.05 applies.

7.00. Annual Leave with Pay

7.01. The reference year is a period of 12 consecutive months during which an employee progressively acquires entitlement to an annual leave. That period extends from 1 May of the preceding year to 30 April of the current year.

7.02. An employee who, at the end of a reference year, is credited with less than one year of uninterrupted service with the same employer during that period, is entitled to an uninterrupted leave for a duration determined at the rate of one working day for each month of uninterrupted service, for a total leave not exceeding two weeks.

The indemnity for that leave is 4 % of the gross wages of the employee during the reference year.

7.03. An employee who, at the end of a reference year, is credited with one year of uninterrupted service with the same employer during that period, is entitled to an annual leave of a minimum duration of two consecutive weeks.

The indemnity for that leave is 4 % of the gross wages of the employee during the reference year.

Where the employee so requests, he is also entitled to one week of additional annual leave without pay.

7.04. An employee who, at the end of a reference year, is credited with five years of uninterrupted service with the same employer during that period, is entitled to

an annual leave of a minimum duration of three consecutive weeks.

The indemnity for that leave is 6 % of the gross wages of the employee during the reference year.

7.05. An employee who, at the end of a reference year, is credited with 15 years of uninterrupted service with the same employer during that period, is entitled to an annual leave of a minimum duration of four weeks, three of which are consecutive.

The indemnity for that leave is 8 % of the gross wages of the employee during the reference year.

7.06. The annual leave must be taken within 12 months following the end of the reference year.

Any period of salary insurance, sickness insurance or disability insurance interrupted by a leave taken in accordance with the first paragraph is continued, where applicable, after the leave, as if it had never been interrupted.

7.07. The annual leave may be divided into two periods where so requested by the employee. However, the employer may refuse the request if he closes his establishment for a period equal to or greater than that of the employee's annual leave.

The annual leave may also be divided into more than two periods where so requested by the employee, provided the employer consents thereto.

A leave not exceeding one week cannot be divided.

7.08. An employee is entitled to know the date of his annual leave at least four weeks in advance.

An employee must notify the employer at least four weeks in advance as to when he prefers to take his annual leave.

7.09. An employee must receive the indemnity for the annual leave in a single payment before the leave begins.

However, where the annual leave is divided in accordance with section 7.07, the indemnity shall correspond to the fraction of the annual leave.

7.10. Employers are prohibited from replacing a leave provided for in sections 7.02 to 7.05 by a compensatory indemnity. At the request of the employee, the third week and, where applicable, the fourth week, may, however, be replaced by a compensatory indemnity if the

establishment closes for two weeks on the occasion of the annual leave.

7.11. Should an employee provided for in sections 7.03 to 7.05 be absent owing to sickness or accident or is on maternity leave during the reference year and should that absence result in the reduction of that employee's annual leave indemnity, the employee is then entitled to an indemnity equal, as the case may be, to twice, three or four times the weekly average of the wage earned during the period of work. An employee provided for in section 7.02 whose annual leave is less than two weeks is entitled to that amount in proportion to the days of leave credited to his account.

Notwithstanding the first paragraph, the annual leave indemnity must not exceed the indemnity to which the employee would have been entitled if he had not been absent or on leave owing to a reason provided for in the first paragraph.

7.12. Where an employee quits his job, he receives the indemnity related to the leave acquired before the preceding 1 May, if the leave was not taken, as well as the indemnity due to him for the period which has elapsed since that date.

8.00. Special Leaves

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

8.02. 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 spouse.

8.03. In the circumstances referred to in sections 8.01 and 8.02, the employee must advise his employer of his absence as soon as possible.

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 spouse.

The employee must advise his employer of his absence not less than one week in advance.

8.05. An employee may be absent from work for five days, by reason of 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.

The employee must advise his employer of his absence as soon as possible.

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

9.00. Wages

9.01. The minimum hourly wage rates are as follows:

Trades	As of 2000 02 01	As of 2000 07 01	As of 2001 01 01
1. Apprentice:			
1st year	\$7.00	\$7.15	\$7.25
2nd year	\$7.30	\$7.65	\$8.00
3rd year	\$7.92	\$8.33	\$8.75
4th year	\$8.53	\$9.02	\$9.50
2. Journeyman:			
A	\$12.29	\$13.39	\$14.50
B	\$11.50	\$12.25	\$13.00
C	\$10.80	\$11.15	\$11.50
3. Parts Clerk:			
1st year	\$7.00	\$7.15	\$7.25
2nd year	\$7.20	\$7.50	\$7.80
3rd year	\$7.40	\$7.90	\$8.40
4th year	\$7.60	\$8.25	\$8.90
A	\$9.95	\$10.75	\$11.55
B	\$9.43	\$10.22	\$11.00
C	\$8.68	\$9.57	\$10.45
4. Messenger:	\$7.03	\$7.17	\$7.30
5. Dismantler:			
1st grade	\$7.43	\$7.97	\$8.50
2nd grade	\$7.68	\$8.47	\$9.25
3rd grade	\$8.40	\$9.20	\$10.00
6. Washer:	\$7.05	\$7.05	\$7.05

Trades	As of 2000 02 01	As of 2000 07 01	As of 2001 01 01
7. Semiskilled Worker:			
1st grade	\$7.27	\$7.63	\$8.00
2nd grade	\$7.47	\$7.98	\$8.50
3rd grade	\$8.08	\$8.67	\$9.25
4th grade	\$8.70	\$9.35	\$10.00
8. Pump Attendant:			
	\$7.00	\$7.00	\$7.00
9. Service Attendant:			
1st grade	\$7.05	\$7.05	\$7.05
2nd grade	\$7.17	\$7.43	\$7.70
3rd grade	\$7.47	\$7.98	\$8.50
4th grade	\$7.93	\$8.37	\$8.80
5th grade	\$8.57	\$9.18	\$9.80
6th grade	\$9.27	\$10.03	\$10.80.

9.02. Wages must be paid in cash in a sealed envelope or by cheque by Thursday at the latest. The payment may be made by bank transfer if so provided in a written agreement.

An employee is deemed not to have received payment of the wages due to him if the cheque delivered to him is not cashable within two working days following its receipt.

After agreement with his employees, an employer may pay them every two weeks.

The wages of an employee must be paid directly to him, at his place of employment and on a working day, except where the payment is made by bank transfer or is sent by mail. The wages of an employee may also, at his written request, be remitted to a third person.

If the usual day of payment of wages falls on a statutory general holiday, the wages are paid to the employee on the working day preceding that day.

9.03. The employer must remit to the employee, together with his wages, a pay sheet containing sufficient information to enable the employee to verify the computation of his wages. That pay sheet must include, in particular, the following information, where applicable:

- (1) the name of the employer;
- (2) the surname and given name of the employee;
- (3) the identification of the employee's occupation;
- (4) the date of the payment and the work period corresponding to the payment;

(5) the number of hours paid at the current rate;

(6) the number of hours of overtime paid or replaced by a leave with the applicable premium;

(7) the nature and amount of the bonuses, premiums, commissions, indemnities or allowances that are being paid;

(8) the current hourly rate;

(9) the amount of wages before deductions;

(10) the nature and amount of the deductions effected;

(11) the amount of the net wages paid to the employee.

9.04. The hourly wage rates provided for in section 9.01 are minimum hourly rates. Any commission, bonus, premium and any other form of remuneration must be paid to the employee in addition to the minimum hourly wage rate. No compensation or benefit having pecuniary value may be taken into account in computing the minimum hourly rate.

9.05. No signing formality other than that establishing that the sum remitted to the employee corresponds to the amount of net wages indicated on the pay sheet may be required upon payment of the wages.

9.06. Acceptance of a pay sheet by an employee does not entail his renunciation of the payment of all or part of the wages that are due to him.

9.07. No employer may make deductions from wages unless he is required to do so pursuant to an Act, a regulation, a court order, a collective agreement or a decree or unless he is authorized to do so in writing by the employee.

The employee may at any time revoke that authorization. The employer must remit the sums so withheld to their intended receiver.

9.08. Any gratuity paid directly or indirectly by a patron to an employee belongs to him of right and does not form part of the wages that are otherwise due to him. Any gratuity collected by the employer must be remitted to the employee. The word "gratuity" includes the service charge added to the patron's bill.

9.09. An employee called upon occasionally or regularly to perform tasks in different trades receives the hourly wage corresponding to his new trade receiving

the most pay and is entitled to all the related conditions of employment.

An employee assigned permanently to a new trade receives the hourly wage corresponding to his new trade and is entitled to all the related conditions of employment.

9.10. If an employer terminates an employee's contract of employment and takes him back in the same employment within six months before the end of the contract, he must pay to the employee at least the wage rate he paid to him before the end of the contract of employment.

9.11. Notwithstanding any other provision of this Decree, the employee's weekly wage must not be less than the wage he would receive if he were remunerated in accordance with the Regulation respecting labour standards (R.R.Q., 1981, c. N-1.1, r. 3).

10.00. Notice of Termination of Employment or Layoff, and Work Certificate

10.01. An employer must give written notice to an employee before terminating his contract of employment or laying him off for six months or more.

The notice shall be of one week if the employee is credited with less than one year of uninterrupted service, two weeks if he is credited with one year to five years of uninterrupted service, four weeks if he is credited with five years to ten years of uninterrupted service and eight weeks if he is credited with ten years or more of uninterrupted service.

The notice of termination of employment given to an employee during the period when he is laid off is null, except in the case of employment that usually lasts for not more than six months each year due to the influence of the seasons.

10.02. Section 10.01 does not apply to an employee:

- (1) who does not have three months of uninterrupted service;
- (2) whose contract for a fixed term or for a specific undertaking expires;
- (3) who has committed a serious fault;
- (4) for whom the end of the contract of employment or the layoff is a result of a fortuitous event.

10.03. The employer who does not give the notice prescribed in section 10.01, or who gives a notice of an insufficient period, must pay the employee a compensatory indemnity equal to his regular wage, excluding overtime, for a period equal to the period or remaining period of notice to which he was entitled.

The indemnity must be paid at the time the employment is terminated or at the time the employee is laid off for a period expected to last more than six months, or at the end of a period of six months after a layoff of an indeterminate length, or a layoff expected to last less than six months but which exceeds that period.

10.04. At the expiry of the contract of employment, an employee may require his employer to issue to him a work certificate in which the following information, and only the following information, is set forth: the nature and the duration of the employment, the dates on which his employment began and terminated, and the name and address of the employer. The certificate must not carry any mention of the quality of the work or the conduct of the employee.”.

3. The following is substituted for sections 12.00 to 13.01:

“12.00. Special Provision Applying to Certain Employees

12.01. An employee who works exclusively as a brake specialist, suspension specialist, differential specialist or chassis or frame specialist or parts rebuilder is entitled, depending on the length of his service, to the minimum hourly rates provided for in section 9.01 for the apprentice or for the journeyman, as the case may be, as well as to all the conditions of employment provided for the latter.

13.00. Uniforms

13.01. Where an employer requires that a uniform be worn, he cannot deduct any amount from the salary for the purchase, use or care of that uniform.

14.00. Duration of the Decree

14.01. The Decree remains in force until 22 December 2001. It is automatically renewed from year to year, unless the group comprising the employer contracting party or the union contracting party opposes it by sending a written notice to the Minister of State for Labour and Employment and Minister of Labour and to all the contracting parties comprising the other group, during the month of June 2001 or during the month of June of any subsequent year.”.

9. Schedule 1 of the Decree is amended:

(1) by striking out “Administrative Region 03 – Québec”;

(2) by striking out “Subregion 03 – Québec”;

(3) by inserting after “Schedule 1 (s. 2.02)” the following paragraph:

“This Decree applies within the territory of the following municipalities included in administrative regions 05 – Estrie, 06 – Montréal, 12 – Chaudière-Appalaches, 16 – Montérégie and 17 – Centre-du-Québec.”

(4) by striking out “Subregion 05 – Chaudière”;

(5) by substituting “village de Beaulac, village de Bernierville, ville de Black Lake, paroisse de Courcelles” for “Beaulac, Bernierville, Black-Lake, Courcelles”;

(6) by substituting “ville de Disraéli” for “village de Disraéli”;

(7) by striking out “Gayhurst-Partie-Sud-Est”;

(8) by striking out “village d’Inverness”;

(9) by substituting “Inverness” for “canton d’Inverness”;

(10) by substituting “Irlande” for “Ireland”;

(11) by substituting “village de La Guadeloupe” for “La Guadeloupe”;

(12) by substituting “Saint-Jacques-de-Leeds” for “Leeds”;

(13) by striking out “Risborough et Partie de Marlow, Rivière-Blanche”;

(14) by substituting “village de Robertsonville, paroisse de Sacré-Cœur-de-Jésus, paroisse de Sacré-Cœur-de-Marie-Partie-Sud, village de Sainte-Anne-du-Lac” for “Robertsonville, Sacré-Cœur-de-Jésus, Sacré-Cœur-de-Marie-Partie-Sud, Sainte-Anne-du-Lac”;

(15) by substituting “Pontbriand” for “Saint-Antoine-de-Pontbriand”;

(16) by substituting “Sainte-Clotilde-de-Beauce” for “Sainte-Clothilde”;

(17) by substituting “paroisse de Saint-Jacques-le-Majeur-de-Wolfestown” for “Saint-Jacques-le-Majeur-de-Wolfestown”;

(18) by substituting “paroisse de Saint-Julien” for “Saint-Julien”;

(19) by substituting “paroisse des Saints-Martyrs-Canadiens” for “Saints-Martyrs-Canadiens”;

(20) by substituting “paroisse de Sainte-Praxède” for “Sainte-Praxède”;

(21) by substituting “ville de Thetford Mines, canton de Thetford-Partie-Sud” for Thetford-Mines, Thetford-Partie-Sud”;

(22) by striking out “Administrative Region 04 – Trois-Rivières”;

(23) by striking out “Subregion 01 – Bois-Francs”;

(24) by striking out “Arthabaska”;

(25) by substituting “canton de Chester-Est” for “Chester-Est”;

(26) by striking out “Chester-Nord, Chester-Ouest”;

(27) by striking out “Halifax-Nord”;

(28) by substituting “canton de Maddington, village de Norbertville, Notre-Dame-de-Ham, ville de Plessisville” for “Maddington, Noberville, Notre-Dame-de-Lourdes, Plessisville”;

(29) by substituting “ville de Princeville” for “Princeville”;

(30) by substituting “Saint-Albert, paroisse de Sainte-Anne-du-Sault, Sainte-Clotilde-de-Horton” for “Saint-Albert-de-Warwick, Sainte-Anne-du-Sault, paroisse de Sainte-Clothilde-de-Horton”;

(31) by striking out “village de Sainte-Clothilde-de-Horton”;

(32) by substituting “paroisse de Saint-Christophe-d’Arthabaska, paroisse de Sainte-Élisabeth-de-Warwick” for “Saint-Christophe-d’Arthabaska, Sainte-Élisabeth-de-Warwick”;

(33) by striking out “Sainte-Julie, Saint-Jacques-de-Horton”;

(34) by substituting “paroisse de Saint-Louis-de-Blandford” for “Saint-Louis-de-Blandford”;

(35) by substituting “paroisse de Saint-Pierre-Baptiste, paroisse de Saint-Rémi-de-Tingwick, paroisse

de Saint-Rosaire, paroisse de Sainte-Séraphine, Sainte-Sophie-d'Halifax” for “Saint-Pierre-Baptiste, Saint-Rémi-de-Tingwick, Saint-Rosaire, Sainte-Séraphine, Sainte-Sophie”;

(36) by striking out “Sainte-Victoire-d’Arthabaska”;

(37) by substituting “paroisse de Tingwick, ville de Victoriaville, ville de Warwick” for Tingwick, Victoriaville, Warwick”;

(38) by striking out “Subregion 03 – Mauricie”;

(39) by striking out “Administrative Region 05 – ESTRIE”;

(40) by substituting “Ville d’Asbestos” for “Asbestos”;

(41) by substituting “village d’Ayer’s Cliff” for “Ayer’s-Cliff”;

(42) by striking out “Barford, Barnston”;

(43) by striking out “Beebe-Plain, Bishopton”;

(44) by striking out “Brompton, Brompton Gore”;

(45) by substituting “ville de Bromptonville” for “Bromptonville”;

(46) by substituting “canton de Cleveland” for “Cleveland”;

(47) by striking out “Clifton-Partie-Est”;

(48) by substituting “ville de Coaticook” for “Coaticook”;

(49) by substituting “ville de Cookshire, ville de Danville” for Cookshire, Danville”;

(50) by striking out “Ditton”;

(51) by substituting “ville d’East Angus, canton d’Eaton, ville de Fleurimont” for East-Angus, Eaton, Fleurimont”;

(52) by striking out “Fontainebleau”;

(53) by substituting “canton de Hatley” for “village de Hatley, Hatley-Partie-Ouest”;

(54) by substituting “East Hereford, village de Kingsbury, ville de Lac-Mégantic” for “Hereford, Kingsbury, Lac-Mégantic”;

(55) by substituting “ville de Lennoxville, canton de Lingwick, ville de Magog” for “Lennoxville, Lingwick, Magog”;

(56) by striking out “Marbleton”;

(57) by substituting “canton de Marston” for “Marston”;

(58) by substituting “canton de Newport, village de North Hatley, paroisse de Notre-Dame-de-Lourdes” for Newport, North-Hatley, Notre-Dame-de-Lourdes-de-Ham”;

(59) by substituting “village d’Omerville, canton d’Orford» for “Omerville, Orford”;

(60) by substituting “ville de Richmond, ville de Rock Forest, village de Sawyerville, ville de Scotstown, ville de Sherbrooke, ville et canton de Stanstead” for “Richmond, Rock-Forest, Rock-Island, Sawyerville, Scotstown, Sherbrooke, Shipton, Stanstead”;

(61) by striking out “Stanstead-Plain”;

(62) by substituting “canton de Stratford” for “Stratford”;

(63) by substituting “Saint-Adrien” for “canton de Saint-Adrien”;

(64) by substituting “paroisse de Saint-Augustin-de-Woburn, canton de Saint-Camille” for Saint-Augustin-de-Woburn, Saint-Camille”;

(65) by substituting “paroisse de Saint-Denis-de-Brompton, canton de Sainte-Edwidge-de-Clifton” for “Saint-Denis-de-Brompton, Sainte-Edwidge-de-Clifton”;

(66) by substituting “paroisse de Saint-François-Xavier-de-Brompton, Saint-Georges-de-Windsor, village de Saint-Gérard, village de Saint-Grégoire-de-Greenlay, Saint-Herménégilde, Saint-Isidore-de-Clifton, paroisse de Saint-Joseph-de-Ham-Sud” for “Saint-François-Xavier-de-Brompton, village de Saint-Georges-de-Windsor, canton de Saint-Georges-de-Windsor, Saint-Gérard, Saint-Grégoire-de-Greenlay, village de Sainte-Herménégilde, Saint-Herménégilde, Saint-Isidore-d’Auckland, Saint-Joseph-de-Ham-Sud”;

(67) by striking out “Saint-Mathieu-de-Dixville”;

(68) by substituting “Saint-Venant-de-Paquette” for “Saint-Venant-de-Hereford”;

(69) by substituting “Val-Joli, paroisse de Val-Racine, ville de Waterville, Weedon, canton de Westbury, ville de Windsor” for “Val-Racine, Waterville, canton de Weedon, village de Weedon Centre, Westbury, Windsor, canton de Windsor”;

(70) by striking out “Wottonville”;

(71) by striking out “Administrative region 06 – Montréal”;

(72) by striking out “Subregion 01 – Granby”;

(73) by striking out “Adamsville”;

(74) by substituting “ville de Bromont, ville de Cowansville, ville de Dunham, village d’Eastman, village d’East Farnham, ville de Farnham, ville de Granby” for Bromont, Cowansville, Dunham, Eastman, East-Farnham, Farnham, Granby”;

(75) by substituting “ville de Lac-Brome, village de Lawrenceville” for “Lac-Brome, Lawrenceville”;

(76) by substituting “canton de Potton” for “Potton”;

(77) by substituting “canton de Roxton, village de Roxton Falls” for “Roxton, Roxton-Falls”;

(78) by substituting “canton de Shefford” for “Shefford”;

(79) by substituting “Stukely, paroisse de Saint-Alphonse” for “Stukely-Sud, Saint-Alphonse”;

(80) by striking out “Saint-Ange-Gardien”;

(81) by substituting “canton de Sainte-Cécile-de-Milton, ville de Saint-Césaire” for “Sainte-Cécile-de-Milton, Saint-Césaire”;

(82) by substituting “paroisse de Saint-Joachim-de-Shefford, paroisse de Saint-Paul-d’Abbotsford” for “Saint-Joachim-de-Shefford, Saint-Paul-d’Abbotsford”;

(83) by striking out “village de Sainte-Pudentienne, paroisse de Sainte-Pudentienne”;

(84) by substituting “canton de Saint-Valérien-de-Milton” for “Saint-Valérien-de-Milton”;

(85) by substituting “ville de Valcourt, village de Warden, ville de Waterloo” for Valcourt, Warden, Waterloo”;

(86) by striking out “Subregion 04 – Saint-Hyacinthe”;

(87) by substituting “village de Saint-Damase” for “ville de Saint-Damase”.

10. With respect to section 11, the definition of the word “grade” and the definitions of trades specified in section 1.01, as well as the wage scales provided for in section 9.01 of the Decree, as read before the coming into force of this Decree, apply until 31 January 2000.

11. This Decree comes into force on the day of its publication in the *Gazette officielle du Québec* except for paragraphs (3), (4), (7), (8) and (10) to (13) of section 1.01 of the Decree, made by section 3 of this Decree, which come into force on 1 February 2000.

3279

Gouvernement du Québec

O.C. 1391-99, 8 December 1999

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

Garage employees

— Rimouski

— Amendments

Decree to amend the Decree respecting garage employees in the Rimouski region

WHEREAS the Government made the Decree respecting garage employees in the Rimouski region (R.R.Q., 1981, c. D-2, r. 49);

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

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

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 to this Order in Council was published in Part 2 of the *Gazette officielle du Québec* of 3 March 1999 and, on the same date, in an English-language newspaper and, on 7 March 1999, in a French-language newspaper 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 this draft Decree with amendments;

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

THAT the Decree to amend the Decree respecting garage employees in the Rimouski region, attached hereto, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Decree to amend the Decree respecting garage employees in the Rimouski region*

An Act respecting collective agreement decrees (R.S.Q., c. D-2, ss. 2, 6.1, 6.2 and 10)

1. The following is substituted for the title of the Decree respecting garage employees in the Rimouski region:

“Decree respecting the automotive services industry in the Rimouski region”.

2. The Decree is amended by striking out the part preceding Division 1.00.

3. The following is substituted for section 1.01:

“1.01. In this Decree, unless the context requires otherwise, the following expressions mean:

(1) “artisan”: person working on his own account alone or in partnership and who performs work governed by the Decree for others;

(2) “parts clerk”: employee whose duties are related mainly to distributing or selling vehicle parts, accessories or tires where such parts, accessories or tires are distributed or sold to garages, service stations, parts

shops, new or used car dealers and to any establishment whose activities are governed by the Decree or where such parts, accessories or tires are used by those establishments when performing work governed by the Decree;

(3) “messenger”: employee working in an establishment where the work governed by this Decree is performed, whose duties are related mainly to delivering vehicle parts, accessories or tires;

(4) “spouses”: means either of two persons who:

(a) are married and cohabiting;

(b) are living together in a de facto union and are the father and mother of the same child;

(c) are of opposite sex or the same sex and have been living together in a de facto union for at least one year;

(5) “grade”: period during which an employee acquires 2 000 hours of experience in one of the trades provided for in the Decree. Annual leave with pay, leave for family events and paid statutory general holidays are taken into account in the computation of hours of experience;

(6) “combination of road vehicles”: a combination of vehicles composed of a motorized heavy road vehicle hauling a trailer, a semi-trailer or a detachable axle;

(7) “tradesperson”: employee whose duties are related mainly to maintenance, tests, verification, repairs, changes and the performance of other work to keep a vehicle in good working order;

(8) “washer”: employee whose duties are related mainly to one or another of the following tasks: washing, cleaning, wiping or waxing vehicles or their parts, by hand or with machines;

(9) “semiskilled worker”: employee whose duties are related mainly to performing one or another of the following tasks:

(a) restoring, overhauling, repairing or retooling vehicle parts or accessories without assembling them on the vehicle, and examining parts or accessories sold with guarantees, whether or not they are installed on a vehicle, where they are returned because of a defect;

(b) installing upholstery, hubcaps, windshields or windows;

The last amendment to the Decree respecting garage employees in the Rimouski region (R.R.Q., 1981, c. D-2, r. 49) was made by the regulation approved by Order in Council No. 1569-98 dated 16 December 1998 (1998, *G.O.* 2, 4815). For previous amendments, please refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1998, updated to 1 September 1999.*

(10) “pump attendant”: employee whose duties are related mainly to the sale of gasoline or lubricants and to the supervision of pumps;

(11) “service attendant”: employee whose duties are related mainly to one or another of the following tasks: lubricating, changing oil, applying anti-rust, balancing wheels, installing, repairing, dismantling or installing radiators, shock absorbers, tires, windshield wipers, headlights, filters, mufflers and radios, and installing or boosting batteries on vehicles;

(12) “uninterrupted service”: the uninterrupted period during which the employee is bound to the employer by a contract of employment, even if the performance of work has been interrupted without cancellation of the contract, and the period during which fixed-term contracts succeed one another without an interruption that would, in the circumstances, give cause to conclude that the contract was not renewed;

(13) “vehicle”: a combination of road vehicles and a heavy road vehicle within the meaning of this Decree as well as a motor vehicle and a road vehicle as defined in section 4 of the Highway Safety Code (R.S.Q., c. C-24.2), excluding mopeds and motorcycles as defined in section 4 of that Code, an all-terrain vehicle as defined in section 1 of the Regulation respecting all-terrain vehicles made by Order in Council No. 58-88 dated 13 January 1988, a snowmobile as defined in section 1 of the Regulation respecting snowmobiles (R.R.Q., 1981, c. C-24, r. 21) and any other vehicle intended to be used off public roads owing to its nature, purpose or the operation of a law;

(14) “heavy road vehicle”: a road vehicle whose net mass is 4 500 kg or more.”.

4. The Decree is amended by inserting, after section 1.01, the following:

“1.02. Names of Contracting Parties

(1) Group representing the employer contracting party:

Les Marchands d’automobiles de Rimouski enr.;
 Association des services à l’auto de Rimouski inc.;
 L’Association des industries de l’automobile du Canada;
 Association des spécialistes du pneu du Québec inc.;
 L’Association des marchands Canadian Tire du Québec inc.;

(2) Contracting party representing the union party:

Le Syndicat national des employés de garages de la région de Rimouski inc.”.

5. The following is substituted for Division 2.00:

“2.00. Jurisdiction”.

6. The following is substituted for section 2.01:

“2.01. Professional and Industrial Jurisdiction:

(1) The Decree applies to the following work:

(a) repairing, altering or inspecting a vehicle, its parts or accessories;

(b) restoring, overhauling, repairing, retooling or any other work of the same type performed on vehicle parts, accessories or tires, as well as their installation on that vehicle;

(c) selling gasoline, lubricants or any other similar products used for a vehicle where, in the establishment where such work is performed, work specified in paragraph *a, b, e* or *f* is also performed;

(d) washing, waxing or cleaning a vehicle where, in the establishment where such work is performed, work specified in paragraph *a, b, e* or *f* is also performed;

(e) distributing or selling vehicle parts, accessories or tires to garages, service stations, parts shops, new or used car dealers or to any establishment whose activities are governed by the Decree;

(f) distributing or selling vehicle parts, accessories or tires by an establishment mentioned in paragraph *e* when performing work governed by the Decree;

(g) delivering vehicle parts, accessories or tires where, in the establishment where such work is performed, other work governed by the Decree is also performed.

(2) Exclusion: The Decree does not apply to:

(a) work specified in subsection 1 where done exclusively for the employer’s own service or own needs or where done exclusively on farm machinery;

(b) vulcanizing and retreading;

(c) the sale of vehicle parts, accessories or tires to parts shops or to wholesalers carried out:

i. in a warehouse or in a distribution centre;

ii. in a warehouse only, where the establishment of the employer utilizes it, at a same time, as a parts warehouse and as a parts shop.”.

7. The following is substituted for sections 3.01 to 12.01:

3.01. The standard workweek is 40 hours scheduled:

- (1) from Monday to Friday, for the tradesperson;
- (2) over no more than five consecutive days for the parts clerk, the messenger, the washer, the semiskilled worker, the pump attendant and the service attendant;
- (3) over no more than six consecutive days for all the employees of an employer where the work specified in paragraph *a* or *b* of subsection 1 of section 2.01 is performed on heavy road vehicles or combinations of road vehicles or pertains to such vehicles or combinations of vehicles.

3.02. The standard workday is not more than 10 hours scheduled over a maximum period of 11 consecutive hours.

3.03. An employee may require a rest period of up to one hour, without pay, for meals, and the employer cannot require the employee to work more than five consecutive hours between each meal. That period is remunerated if the employee is not authorized to leave his work station.

3.04. An employee is deemed to be at work during the coffee break.

3.05. An employee is entitled to a weekly minimum rest period of 24 consecutive hours.

4.00. Overtime hours

4.01. Hours worked in addition to the standard workday or workweek entail a premium of 50 % of the hourly wage currently paid to the employee, except for premiums computed on an hourly basis.

Notwithstanding the first paragraph, the employer may, at the request of the employee, replace the payment of overtime by paid leave equivalent to the overtime worked plus 50 %.

That leave must be taken during the 12 months following the overtime worked at a date agreed upon between the employer and the employee; otherwise the overtime must be paid. However, where the contract of employment is terminated before the employee is able to

benefit from the leave, the overtime must be paid at the same time as the last payment of wages.

4.02. For the purposes of computing overtime, annual leave and statutory general holidays with pay are counted as days of work.

5.00. Recall to Work

5.01. An employee who reports to work at his place of employment at the express demand of his employer or in the regular course of his employment and who works fewer than three consecutive hours, except in the case of a fortuitous event, is entitled to an indemnity equal to three hours at his hourly rate currently paid and, as the case may be, increased, in accordance with section 4.01.

5.02. An employee who is at his place of employment and is required to wait for work to be assigned to him is deemed to be working.

6.00. Statutory General Holidays

6.01. The following days are paid statutory general holidays, regardless of the day of the week on which they fall: 1 and 2 January, Good Friday or Easter Monday, the Monday preceding 25 May, 1 July or, where 1 July falls on a Sunday, 2 July, the first Monday of September, the second Monday of October and 25 and 26 December.

24 and 31 December 1999 are also paid statutory general holidays. Despite the provisions of sections 6.02 and 6.03, the employer pays to the employee for those two days, an indemnity equal to his regular rate multiplied by the number of hours of the standard workday, provided that the employee:

- (1) has been in the employ of the employer for the 30 calendar days preceding the holiday;
- (2) has worked during the standard workday preceding and following the holiday.

6.02. To be entitled to a 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 on the first working day of his work schedule preceding and following that holiday.

However, an employee is deemed not to be absent from work on the first working day of his work schedule preceding and following a holiday if:

- (1) the absence of the employee is authorized by a law or the employer or is for a valid reason and if the

employee receives for that holiday no indemnity from the Commission de la santé et de la sécurité du travail or from any private compensation plan for accidents, sickness or disability;

(2) the employee was laid off for less than 20 days preceding or following 1 and 2 January as well as 25 and 26 December, or for less than 48 hours for the other holidays provided for in section 6.01.

6.03. The employer must pay to an employee who is entitled to a holiday provided for in section 6.01 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.

6.04. An employee who works on one of the holidays provided for in section 6.01 is paid for the hours worked at his wage currently paid, as well as receiving the indemnity for that holiday.

6.05. If an employee is on annual leave on one of the holidays provided for in section 6.01, the employer must pay him the indemnity provided for in section 6.03 or grant him a compensatory holiday of one day on a date agreed upon between the employer and the employee.

6.06. St. John the Baptist's Day is a statutory general holiday under the National Holiday Act (R.S.Q., c. F-1-1).

7.00. Annual Leave with Pay

7.01. The reference year is a period of 12 consecutive months during which an employee progressively acquires entitlement to an annual leave. That period extends from 1 May of the preceding year to 30 April of the current year.

7.02. An employee who, at the end of a reference year, is credited with less than one year of uninterrupted service with the same employer during that period, is entitled to an uninterrupted leave for a duration determined at the rate of one working day for each month of uninterrupted service, for a total leave not exceeding two weeks.

The indemnity for that leave is 4 % of the gross wages of the employee during the reference year.

7.03. An employee who, at the end of a reference year, is credited with one year of uninterrupted service with the same employer during that period, is entitled to an annual leave of a minimum duration of two consecutive weeks.

The indemnity for that leave is 4 % of the gross wages of the employee during the reference year.

Where the employee so requests, he is also entitled to one week of additional annual leave without pay.

7.04. An employee who, at the end of a reference year, is credited with five years of uninterrupted service with the same employer during that period, is entitled to an annual leave of a minimum duration of three consecutive weeks.

The indemnity for that leave is 6 % of the gross wages of the employee during the reference year.

7.05. An employee who, at the end of a reference year, is credited with 15 years of uninterrupted service with the same employer during that period, is entitled to an annual leave of a minimum duration of four weeks, three of which are consecutive.

The indemnity for that leave is 8 % of the gross wages of the employee during the reference year.

7.06. The annual leave must be taken within 12 months following the end of the reference year.

Any period of salary insurance, sickness insurance or disability insurance interrupted by a leave taken in accordance with the first paragraph is continued, where applicable, after the leave, as if it had never been interrupted.

7.07. The annual leave may be divided into two periods where so requested by the employee. However, the employer may refuse the request if he closes his establishment for a period equal to or greater than that of the employee's annual leave.

The annual leave may also be divided into more than two periods where so requested by the employee, provided the employer consents thereto.

A leave not exceeding one week cannot be divided.

7.08. An employee is entitled to know the date of his annual leave at least four weeks in advance.

An employee must notify the employer at least four weeks in advance as to when he prefers to take the annual leave.

7.09. An employee must receive the indemnity for the annual leave in a single payment before the leave begins.

However, where the annual leave is divided in accordance with section 7.07, the indemnity will correspond to the fraction of the annual leave.

7.10. Employers are prohibited from replacing a leave provided for in sections 7.02 to 7.05 by a compensatory indemnity. At the request of the employee, the third week of leave and, where applicable, the fourth week, may, however, be replaced by a compensatory indemnity if the establishment closes for two weeks on the occasion of the annual leave.

7.11. Should an employee provided for in sections 7.03 to 7.05 be absent owing to sickness or accident or on maternity leave during the reference year and should that absence result in the reduction of that employee's annual leave indemnity, the employee is then entitled to an indemnity equal, as the case may be, to twice, three or four times the weekly average of the wage earned during the period of work. An employee provided for in section 7.02 whose annual leave is less than two weeks is entitled to that amount in proportion to the days of leave credited to his account.

Notwithstanding the first paragraph, the annual leave indemnity shall not exceed the indemnity to which the employee would have been entitled if he had not been absent or on leave owing to a reason stipulated in the first paragraph.

7.12. Where an employee quits his employment, he receives the indemnity related to the leave acquired before the preceding 1 May, if the leave was not taken, as well as the indemnity due to him for the period which has elapsed since that date.

8.00. Special Leaves

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

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 a son-in-law, daughter-in-law, one of his grandparents or grandchildren, or of the father, mother, brother or sister of his spouse.

8.03. In the circumstances referred to in sections 8.01 and 8.02, the employee must advise his employer of his absence as soon as possible.

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 spouse.

The employee must advise his employer of his absence not less than one week in advance.

8.05. An employee may be absent from work for five days by reason of 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.

The employee must advise his employer of his absence as soon as possible.

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

9.00. Wages

9.01. The minimum hourly wage rates are as follows:

Trades	As of 2000 02 01	As of 2000 07 01	As of 2001 01 01
1. Tradesperson:			
6th grade	\$12.60	\$13.67	\$14.75
5th grade	\$11.73	\$12.74	\$13.75
4th grade	\$10.92	\$11.34	\$11.75
3rd grade	\$10.04	\$10.39	\$10.75
2nd grade	\$9.45	\$9.60	\$9.75
1st grade	\$8.75	\$8.75	\$8.75
less than 6 months	\$7.27	\$7.63	\$8.00
2. Parts Clerk:			
4th grade	\$10.85	\$11.30	\$11.75
3rd grade	\$10.08	\$10.67	\$11.25
2nd grade	\$9.60	\$10.18	\$10.75
1st grade	\$8.83	\$9.29	\$9.75
less than 6 months	\$7.65	\$8.40	\$9.15
3. Messenger:			
2nd grade	\$7.61	\$7.61	\$7.61
1st grade	\$7.33	\$7.33	\$7.33
less than 6 months	\$6.90	\$6.90	\$6.90

Trades	As of 2000 02 01	As of 2000 07 01	As of 2001 01 01
4. Service Attendant:			
4th grade	\$9.79	\$9.89	\$10.00
3rd grade	\$9.30	\$9.30	\$9.30
2nd grade	\$8.62	\$8.62	\$8.62
1st grade	\$7.20	\$7.50	\$7.80
5. Semiskilled Worker:			
3rd grade	\$10.00	\$10.00	\$10.00
2nd grade	\$9.25	\$9.25	\$9.25
1st grade	\$8.50	\$8.50	\$8.50
6. Pump Attendant:			
	\$7.00	\$7.00	\$7.00
7. Washer:			
	\$7.00	\$7.00	\$7.00

9.02. Wages must be paid in cash in a sealed envelope or by cheque by Thursday at the latest. The payment may be made by bank transfer if so provided in a written agreement.

An employee is deemed not to have received payment of the wages due to him if the cheque delivered to him is not cashable within two working days following its receipt.

After agreement with his employees, an employer may pay them every two weeks.

The wages of an employee must be paid directly to him, at his place of employment and on a working day, except where the payment is made by bank transfer or is sent by mail. The wages of an employee may also, at his written request, be remitted to a third person.

If the usual day of payment of wages falls on a general statutory holiday, the wages are paid to the employee on the working day preceding that day.

9.03. The employer must remit to the employee, together with his wages, a pay sheet containing sufficient information to enable the employee to verify the computation of his wages. That pay sheet must include, in particular, the following information, where applicable:

- (1) the name of the employer;
- (2) the surname and given name of the employee;
- (3) the identification of the employee's occupation;
- (4) the date of the payment and the work period corresponding to the payment;
- (5) the number of hours paid at the current rate;

(6) the number of hours of overtime paid or replaced by a leave with the applicable premium;

(7) the nature and amount of the bonuses, premiums, commissions, indemnities or allowances that are being paid;

(8) the current hourly rate;

(9) the amount of wages before deductions;

(10) the nature and amount of the deductions affected;

(11) the amount of the net wages paid to the employee.

9.04. The hourly wage rates provided for in section 9.01 are minimum hourly rates. Any commission, bonus, premium and any other form of remuneration must be paid to the employee in addition to the minimum hourly wage rate. No compensation or benefit having pecuniary value may be taken into account in computing the minimum hourly rate.

9.05. No signing formality other than that establishing that the sum remitted to the employee corresponds to the amount of net wages indicated on the pay sheet may be required upon payment of the wages.

9.06. Acceptance of a pay sheet by an employee does not entail his renunciation of the payment of all or part of the wages that are due to him.

9.07. No employer may make deductions from wages unless he is required to do so pursuant to an Act, a regulation, a court order, a collective agreement, a decree or unless he is authorized to do so in writing by the employee.

The employee may at any time revoke that authorization. The employer must remit the sums so withheld to their intended receiver.

9.08. Any gratuity paid directly or indirectly by a patron to an employee belongs to him of right and does not form part of the wages that are otherwise due to him. Any gratuity collected by the employer must be remitted to the employee. The word "gratuity" includes the service charge added to the patron's bill.

9.09. Any employee called upon regularly or occasionally to perform tasks in different trades receives the hourly wage corresponding to his new trade receiving the most pay and is entitled to all the related working conditions.

An employee assigned permanently to a new trade receives the hourly wage corresponding to his new trade and is entitled to all the related working conditions.

9.10. If an employer terminates an employee's contract of employment and takes him back in the same employment within six months before the end of the contract, he must pay to the employee at least the wage rate he paid to him before the end of the contract of employment.

9.11. Notwithstanding any other provision of this Decree, the employee's weekly wage must not be less than the wage he would receive if he were remunerated in accordance with the Regulation respecting labour standards (R.R.Q., 1981, c. N-1.1, r. 3).

10.00. Notice of Termination of Employment or Layoff, and Work Certificate

10.01. An employer must give written notice to an employee before terminating his contract of employment or laying him off for six months or more.

That notice shall be of one week if the employee is credited with less than one year of uninterrupted service, two weeks if he is credited with one year to five years of uninterrupted service, four weeks if he is credited with five years to ten years of uninterrupted service and eight weeks if he is credited with ten years or more of uninterrupted service.

A notice of termination of employment given to an employee during the period when he is laid off is null, except in the case of employment that usually lasts for not more than six months each year due to the influence of the seasons.

10.02. Section 10.01 does not apply to an employee:

- (1) who has less than three months of uninterrupted service;
- (2) whose contract for a fixed term or for a specific undertaking expires;
- (3) who has committed a serious fault;
- (4) for whom the end of the contract of employment or the layoff is a result of a fortuitous event.

10.03. An employer who does not give the notice prescribed in section 10.01 or who gives a notice of an insufficient period, must pay the employee a compensatory indemnity equal to his regular wage excluding over-

time, for a period equal to the period or remaining period of notice to which he was entitled.

That indemnity must be paid at the time the employment is terminated or at the time the employee is laid off for a period expected to last more than six months, or at the end of a period of six months after a layoff of indeterminate length, or a layoff expected to last less than six months but which exceeds that period.

10.04. At the expiry of the contract of employment, an employee may require his employer to issue to him a work certificate in which the following information, and only the following information, is set forth: the nature and the duration of the employment, the dates on which his employment began and terminated, and the name and address of the employer. The certificate must not carry any mention of the quality of the work or the conduct of the employee.

11.00. Uniforms

11.01. Where an employer requires that a uniform be worn, he cannot deduct any amount from the salary for the purchase, use or care of that uniform.

12.00. Duration of Decree

12.01. This Decree remains into force until 22 December 2001. It is then renewed automatically from year to year, unless the union contracting party or the group comprising the employer contracting party opposes it by sending written notice to the Minister of State for Labour and Employment and Minister of Labour and to all the contracting parties comprising the group of employer contracting parties or the union contracting party, during the month of June 2001 or during the month of June of any subsequent year."

8. With respect to section 9, the definition of the word "grade" and the definitions of the trades stipulated in section 1.01 as well as the wage scales provided for in section 10.01 of the Decree, as read before the coming into force of this Decree, apply until 31 January 2000.

9. This Decree comes into force on the day of its publication in the *Gazette officielle du Québec* except for paragraphs 2, 3, 5 and 7 to 11 of section 1.01 of the Decree, made by section 3 of this Decree, which comes into force on 1 February 2000.

Gouvernement du Québec

O.C. 1392-99, 8 December 1999

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

Garage employees
— **Drummond**
— **Revocation**

CONCERNING the Decree to revoke the Decree respecting garage employees in the Drummond region

WHEREAS the Government made the Decree respecting garage employees in the Drummond region (R.R.Q., 1981, c. D-2, r. 43);

WHEREAS in accordance with section 8 of the Act respecting collective agreement decrees (R.S.Q., c. D-2), the Government may, after consulting the contracting parties or the committee and publishing a notice in the *Gazette officielle du Québec* and in a French-language and an English-language newspaper, revoke the Decree;

WHEREAS in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), a draft of the revocation decree, attached to this Order in Council, was published in Part 2 of the *Gazette officielle du Québec* of 18 August 1999 and, on the same date, in a French-language newspaper and in an English-language newspaper 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 this draft Decree without amendments;

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

THAT the Decree to revoke the Decree respecting garage employees in the Drummond region, attached hereto, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Decree to revoke the Decree respecting garage employees in the Drummond region*

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

1. The Decree respecting garage employees in the Drummond region is revoked.

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

3283

Gouvernement du Québec

O.C. 1393-99, 10 December 1999

An Act respecting the Québec sales tax
(R.S.Q., c. T-0.1)

Québec sales tax
— **Amendments**

CONCERNING the Regulation respecting the Québec sales tax (amendment)

WHEREAS under subparagraph 61 of the first paragraph of section 677 of the Act respecting the Québec sales tax (R.S.Q., c. T-0.1), the Government may, by regulation, prescribe any other measures required for the purposes of that Act;

WHEREAS under the first paragraph of section 541.47 of that Act, enacted by section 17 of chapter 53 of the Statutes of 1999, the Government may make regulations to enact any provision necessary to give effect to any agreement referred to in section 541.45 of that Act, specify the provisions of that Act that do not apply and take any other measures necessary to implement the agreement and its amendments;

WHEREAS the coming into force of the provisions of chapter 53 of the statutes of 1999 has been fixed at 24 November 1999 (O.C. 1273-99 of 24 November 1999);

* The last amendment to the Decree respecting garage employees in the Drummond region (R.R.Q., 1981, c. D-2, r. 43) was made by the Regulation made by Order in Council 1569-98 dated 16 December 1998 (1998, *G.O.* 2, 4815). For previous amendments, refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 September 1999.

WHEREAS the Regulation respecting the Québec sales tax (O.C. 1607-92 of 4 November 1992) was made under the Act respecting the Québec sales tax;

WHEREAS on 30 March 1999, the Government of Québec and the Mohawk community of Kahnawake signed the Agreement on Fiscal Matters Related to Consumer Goods and Services Between Québec and Kahnawake;

WHEREAS in accordance with that Agreement, it was agreed upon by the parties that starting 1 December 1999 and until the implementation of the terms and conditions of the permanent agreement, the supply of a good for personal use or consumption to a Mohawk of Kahnawake who ordinarily resides therein, by a merchant whose establishment is situated in the Montréal Urban Community and the regional county municipalities of Roussillon and Champlain would be, on proof of the Mohawk's identity, exempted with respect to the Québec sales tax;

WHEREAS it is expedient to make a regulation for this purpose;

WHEREAS under section 12 of the Regulations Act (R.S.Q., c. R-18.1), a proposed regulation may be made without prior publication as prescribed in section 8 of that Act, where the authority making it is of the opinion that the fiscal nature of the norms established, amended or repealed therein warrants it;

WHEREAS under section 18 of that Act, a regulation may come into force on the date of its publication in the *Gazette officielle du Québec* where the authority that has made it is of the opinion that the fiscal nature of the norms established, amended or repealed therein so warrants;

WHEREAS in the opinion of the Government, the fiscal nature of the norms established, amended or repealed by the Regulation justifies the absence of prior publication and such coming into force;

WHEREAS under section 27 of that Act, the Regulations Act does not prevent a regulation from taking effect before the date of its publication in the *Gazette officielle du Québec* where the Act under which it is made expressly provides therefor;

WHEREAS under the second paragraph of section 677 of the Act respecting the Québec sales tax, regulations made under that Act come into force on the date of their publication in the *Gazette officielle du Québec*, unless they fix another date which may in no case be prior to 1 July 1992;

IT IS ORDERED, upon the recommendation of the Minister of Revenue:

THAT the Regulation entitled "Regulation respecting the Québec sales tax (Amendment)", attached hereto, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Regulation respecting the Québec sales tax (amendment)*

An Act respecting the Québec sales tax (R.S.Q., c. T-0.1, ss. 541.47, 1st par. and 677, 1st par., subpar. 61 and 2nd par.; 1999, c. 53, s. 17)

1. The Regulation respecting the Québec sales tax is amended by inserting the following after section 541.24R2:

"AGREEMENT ON FISCAL MATTERS RELATED TO CONSUMER GOODS AND SERVICES BETWEEN QUÉBEC AND KAHNAWAKE

541.47R1. For the purposes of this section and sections 541.47R2 to 541.47R4, the expression

"beneficiary" means an individual who is defined as a member of the Mohawks of Kahnawake under the Kahnawake Custom Code on Membership, as made by the Mohawk Council of Kahnawake, who ordinarily resides in the territory;

"territory" means the territory over which the Mohawk Council of Kahnawake has jurisdiction.

541.47R2. Section 16 of the Act does not apply in respect of a supply of corporeal movable property other than property referred to in section 541.47R3, made after December 14, 1999, where the supply is made to a beneficiary who acquires the property for his personal consumption, use or enjoyment in the territory, but not for consumption, use or supply in the course of his commercial activities and where

(1) the supplier makes the supply through an establishment situated in a municipality referred to in section

* The Regulation respecting the Québec sales tax (O.C. 1607-92 of November 4, 1992) was last amended by the Regulation enacted by Order in Council 1466-98 of 27 November 1998 (1998, *G.O.* 2, 4610). For prior amendments, readers should consult the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 September 1999.

541.47R4 and delivers the property to the beneficiary in that establishment;

(2) the beneficiary identifies himself to the supplier by presenting

(a) his certificate of Indian status issued by the Department of Indian Affairs and Northern Development; and

(b) one or the other of the following documents, i.e., his driver's licence issued by the Société de l'assurance automobile du Québec, his health insurance card issued by the Régie de l'assurance-maladie du Québec or his birth certificate;

(3) the supplier records the name of the beneficiary and the number of the beneficiary's certificate of Indian Status on the invoice and any other document attesting to the supply; and

(4) the supplier retains evidence that the supply is made to a beneficiary.

541.47R3. The property excluded from the application of section 541.47R2 is the following:

1. alcoholic beverages;
2. fuel within the meaning of section 1 of the Fuel Tax Act (R.S.Q., c. T-1); and
3. meals supplied in a restaurant or a similar business.

541.47R4. The municipalities referred to for the purposes of section 541.47R2 are the following:

(a) in the regional county municipality of Champlain:

Brossard;
Greenfield Park;
LeMoyne;
Longueuil;
Saint-Hubert;
Saint-Lambert;

(b) in the regional county municipality of Roussillon:

Candiac;
Chateauguay;
Delson;
LaPrairie;
Léry;
Mercier;
Saint-Constant;

Sainte-Catherine;
Saint-Isidore;
Saint-Mathieu;
Saint-Philippe;

(c) in the Montréal Urban Community:

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

2. This Regulation comes into force on 15 December 1999.

3284

Draft Regulations

Draft Regulation

The Education Act for Cree, Inuit and Naskapi Native Persons
(R.S.Q., c. I-14)

Naskapi Education Committee — Remuneration of the chairman and of other members

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

The purpose of the draft Regulation is to fix the remuneration payable each year to the chairman of the Naskapi Education Committee and to the other committee members.

Further information may be obtained by contacting Mr. Paul Rémillard, Direction de la coordination des affaires autochtones, Ministère de l'Éducation, 1035, De La Chevrotière, 13^e étage, Québec (Québec), G1R 5A5; tel. (418) 643-6242.

Any interested person having comments to make on the matter is asked to send them in writing, before the expiry of the 45-day period, to the Minister of Education, 1035, De La Chevrotière, 16^e étage, Québec (Québec), G1R 5A5.

FRANÇOIS LEGAULT,
Minister of Education

Regulation respecting the remuneration of the chairman of the Naskapi Education Committee and of the other committee members

The Education Act for Cree, Inuit and Naskapi Native Persons
(R.S.Q., c. I-14, s. 194*)

1. The remuneration that the Central Québec School Board may pay each year to the members of the Naskapi

Education Committee, as of the 1998-1999 school year, is \$1 277 for the chairman and \$794 for the other members.

2. The remuneration of the chairman and of the other committee members shall vary each year on the basis of the annual rate of increase that applies to the salary scale of school senior staff under the Order in Council governing them.

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

3262

Draft By-law

An Act respecting the preservation of agricultural land and agricultural activities
(R.S.Q. c. P-41.1)

Application of the Act — Amendments

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the By-law to amend the Preservation of Agricultural Land and Agricultural Activities Regulation, the text of which appears below, may be adopted by the Commission de protection du territoire agricole du Québec upon the expiry of 45 days following this publication.

The purpose of the draft By-law is to set out the information and documents required for the valid submission to the Commission of an application for authorization under section 58 of the Act, an application for exclusion under section 65 of the Act and a declaration under section 41 of the Act. The draft By-law also abolishes various rules of procedure.

Any person having comments to make concerning this matter is asked to send them in writing, before the expiry of the 45-day period, to Mr. Serge Cardinal, Director, Affaires juridiques, Commission de protection du territoire agricole du Québec, 25, Lafayette, 3^e étage, Longueuil (Québec) J4K 5C7.

BERNARD OUMET,
*Président de la Commission
de protection du territoire agricole du Québec*

* As it read on 22 June 1979.

By-law to amend the Preservation of Agricultural Land and Agricultural Activities Regulation*

An Act respecting the preservation of agricultural land and agricultural activities

(R.S.Q., c. P-41.1, s. 19.1, 1st par., subpars. 1 and 2)

1. The heading of Chapter I of the Preservation of Agricultural Land and Agricultural Activities Regulation is struck out.

2. The following is substituted for sections 1 to 3:

“**1.** For the purposes of section 58 of the Act respecting the preservation of agricultural land and agricultural activities (R.S.Q., c. P-41.1), an application for authorization shall be made on the form provided by the Commission and shall contain the following information:

(A) INFORMATION PROVIDED BY THE APPLICANT:

(1) the applicant's name, address, principal occupation, home telephone number and, if any, office telephone number, and, where applicable, the mandatary's name, address, occupation and telephone and fax numbers;

(2) the owner's name, address, principal occupation, home telephone number and, if any, office telephone number, where the applicant is not the owner of the lot in question;

(3) the lot number and area of each of the lots referred to in the application, the area covered by the application, the range or the concession, the name of the cadastre, the registration division, the local municipality and the regional county municipality or community;

(4) a description of the project referred to in the application, its total area and the type of authorization required to implement the project;

(5) a demonstration of the lack of available areas suitable for the purposes of the application elsewhere in the territory of the local municipality outside of the agricultural zone, where the application seeks an authorization for a new use other than agricultural;

(6) the restoration measures to be implemented, the period of authorization applied for and, where applicable, the area already developed, where the application seeks an authorization to extract material, to remove topsoil or to cut down maple trees in a sugar bush;

(7) the type of agriculture, and a description of the livestock and of the areas under cultivation, where the application seeks the inclusion of the area in question in the agricultural zone;

(8) the use of each of the lots referred to in the application and the description and use of any buildings erected on each of those lots;

(9) the current use of the lots contiguous to each of the lots referred to in the application;

(10) a complete list of the lots to be kept by the seller, the prospective purchaser's name, address, principal occupation, home telephone number and, if any, office telephone number, and the lot number, area, range or concession, name of the cadastre, registration division, local municipality and regional county municipality or community with respect to each of the lots already owned by the prospective purchaser; and

(11) attestation by the applicant or by the applicant's mandatary that the information provided is accurate.

(B) INFORMATION PROVIDED BY THE LOCAL MUNICIPALITY:

(1) the use of each of the lots referred to in the application, as well as of the neighbouring lots;

(2) the approximate distance between the nearest livestock buildings and each of the lots referred to in the application, where the application seeks an authorization to use the lots for non-agricultural purposes;

(3) the date that the by-law directing the installation of a water or sewer system to serve each of the lots was adopted, where the lot is served by such a system;

(4) compliance of the project in question with the municipal zoning by-law and with any interim control measures;

(5) where the project in question does not comply with the local municipal zoning by-law or with the interim control measures, an indication as to whether a draft by-law making the project conform to the zoning by-law or to the interim control measures has been adopted and an indication as to whether a provisional advice has been issued by the regional county municipality or community stating that the proposed amend-

* The Preservation of Agricultural Land and Agricultural Activities Regulation, approved by Order in Council 1163-84 dated 16 May 1984 (1984, G.O. 2, 1938), was last amended by by-law adopted by the Commission de protection du territoire agricole du Québec at its meeting held on 25 May 1998 (1998, G.O. 2, 2125). For previous amendments, refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 September 1999.

ment would comply with the development plan or any interim control measures;

(6) the date the application was received at the local municipality's office; and

(7) attestation by an authorized municipal officer that the information provided is accurate.

2. The following documents must accompany any application made under section 58 of the Act:

(1) a dated and signed scale plan, indicating the scale used, the cardinal points, the number of the lot referred to in the application, the area and measurement of each side of the sites in question, the area and the location of each lot belonging to the owner of the lots in question that is contiguous or deemed contiguous under the Act to each of the lots in question, the location of the buildings erected on the lots in question and the use of the lots contiguous to those lots;

(2) a copy of the land title of each of the lots referred to in the application; and

(3) a cheque payable to the Minister of Finance for the amount stipulated in section 1 of the Regulation respecting the tariff of duties, fees, expenses and costs made under the Act to preserve agricultural land, made by Order in Council 90-91 dated 23 January 1991 (1991, *G.O.* 2, 976).

3. For the purposes of section 65 of the Act, an application for exclusion must contain the following information:

(1) the name, address, telephone and fax numbers of the local municipality or of the regional county municipality or community;

(2) the name, address, home telephone number and, if any, office telephone number of the owner of each of the lots in question;

(3) the mandatary's name, address, occupation and telephone number and, if any, fax number;

(4) the lot number and area of each of the lots referred to in the application, the area covered by the application, the range or concession, the name of the cadastre, the registration division, the local municipality and the regional county municipality or community;

(5) a description of the project with respect to which the application is made and its total area;

(6) a demonstration of the need met by the application for exclusion, the objectives of the planned development and its relation to the development plan;

(7) a demonstration that the project cannot be implemented outside the agricultural zone of the local municipality or that the site of each of the lots under consideration will result in less impact on the territory and on farming activities;

(8) a description of the alternative sites that were examined with a view to eliminating or reducing restrictions on farming within the census agglomeration or within the census metropolitan area as defined by Statistics Canada, where the application involves a lot located in that agglomeration or area or in the territory of the Commission de développement de la métropole;

(9) the current use of the lots referred to in the application, the presence of structures or buildings, their current use and the current use of contiguous lots;

(10) the date the by-law authorizing the installation of a water or sewer system was adopted, where the lots referred to in the application are served by such a system;

(11) the approximate distance between the nearest livestock building and the lots referred to in the application and its current use;

(12) compliance with the municipal zoning by-law and any interim control measures as well as compliance with the objectives of the development plan and with the provisions of the complementary document.

3.1. The following documents must accompany any application for exclusion made by a regional county municipality or community under section 65 of the Act:

(1) a resolution by the regional county municipality or community stating that the criteria set out in section 62 of the Act, the objectives of the development plan, the complementary document and any interim control measures have been taken into account;

(2) a dated and signed scale plan, indicating the scale used, the cardinal points, the lot number, area and measurement of each side of the sites referred to in the application, the area and location of each lot belonging to the owner of the lots in question that is contiguous or deemed contiguous under the Act to each of those lots;

(3) the advice of an authorized regional county municipality or community officer with respect to the application's compliance with the objectives of the de-

velopment plan, the provisions of the complementary document and any interim control measures;

(4) a resolution by each of the local municipalities affected by the application for exclusion stating that the criteria set out in section 62 of the Act have been taken into account and indicating the suitable locations available outside the agricultural zone of the local municipality;

(5) the advice of an authorized municipal officer from each of the local municipalities affected by the application for exclusion with respect to the application's compliance with the zoning by-law and with any interim control measures; and

(6) a cheque payable to the Minister of Finance for the amount stipulated in section 1 of the Regulation respecting the tariff of duties, fees, expenses and costs made under the Act to preserve agricultural land.

3.2. The following documents must accompany any application for exclusion made by a local municipality under section 65 of the Act:

(1) a resolution stating that the criteria set out in section 62 of the Act have been taken into account and indicating the suitable locations available outside its agricultural zone;

(2) a supporting resolution by the regional county municipality or community stating that the criteria set out in section 62 of the Act, the objectives of the development plan, the complementary document and any interim control measures have been taken into account;

(3) a dated and signed scale plan, indicating the scale used, the cardinal points, the lot number, area and measurement of each side of the sites referred to in the application, the area and the location of each lot belonging to the owner of the lots in question that is contiguous or deemed contiguous under the Act to each of those lots;

(4) the advice of an authorized municipal officer with respect to the compliance of the application for exclusion with the municipal zoning by-law and any interim control measures; and

(5) a cheque payable to the Minister of Finance for the amount stipulated in section 1 of the Regulation respecting the tariff of duties, fees, expenses and costs made under the Act to preserve agricultural land.”.

3. Section 6 is revoked.

4. The following is substituted for sections 7 and 8:

“**7.** Where a declaration is required for the purposes of section 41 of the Act, it shall be made on a form provided by the Commission and contain the following information:

(1) the declarant's name, address, telephone number and, if any, fax number and, where applicable, the mandatary's name, address, occupation, and telephone and fax numbers;

(2) the name, address, telephone number and, if any, fax number of the owner of each of the lots referred to in the declaration;

(3) a complete list of the lots referred to in the declaration, the range, the name of the cadastre, the registration division, the area in question in each of the lots and the local municipality in which they are located; and

(4) the declarant's attestation that the information provided is accurate.

8. The following documents must accompany a declaration made under section 7:

(1) a dated and signed scale plan indicating the scale used, the cardinal points, the lot number of each of the lots referred to in the declaration and illustrating the area of each of the lots acquired and used for the purposes set out in section 41 of the Act;

(2) a copy of an extract of the graphic register showing each of the lots referred to in the declaration; and

(3) where applicable, a cheque payable to the Minister of Finance for the amount stipulated in the Regulation respecting the tariff of duties, fees, expenses and costs made under the Act to preserve agricultural land.”.

5. The heading of Chapter II is struck out.

6. Chapter III, which comprises sections 25 to 40, is revoked.

7. Schedules 1 to 5 to the Regulation are revoked.

8. Section 3 of the Regulation has effect from (*insert here the date of coming into force of the Regulation to identify the municipal and public service purposes, made by Order in Council..... dated.....*).

9. This By-law comes into force on the fifteenth day following its publication in the *Gazette officielle du Québec*.

Index Statutory Instruments

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

Regulations — Statutes	Page	Comments
Application of the Act (An Act respecting preservation of agricultural land and agricultural activities, R.S.Q., c. P-41.1)	4683	Draft
Automotive services — Lanaudière-Laurentides (An Act respecting collective agreement decrees, R.S.Q., c. D-2)	4617	M
Automotive services — Montréal (An Act respecting collective agreement decrees, R.S.Q., c. D-2)	4626	M
Building materials (An Act respecting collective agreement decrees, R.S.Q., c. D-2)	4593	M
Building service employees — Montréal (An Act respecting collective agreement decrees, R.S.Q., c. D-2)	4605	M
Building service employees — Québec (An Act respecting collective agreement decrees, R.S.Q., c. D-2)	4597	M
Cartage — Montréal (An Act respecting collective agreement decrees, R.S.Q., c. D-2)	4615	M
Cartage — Québec (An Act respecting collective agreement decrees, R.S.Q., c. D-2)	4613	M
Casket (An Act respecting collective agreement decrees, R.S.Q., c. D-2)	4592	M
Collective agreement decrees, An Act respecting... — Automotive services — Lanaudière-Laurentides (R.S.Q., c. D-2)	4617	M
Collective agreement decrees, An Act respecting... — Automotive services — Montréal (R.S.Q., c. D-2)	4626	M
Collective agreement decrees, An Act respecting... — Building materials (R.S.Q., c. D-2)	4593	M
Collective agreement decrees, An Act respecting... — Building service employees — Montréal (R.S.Q., c. D-2)	4605	M
Collective agreement decrees, An Act respecting... — Building service employees — Québec (R.S.Q., c. D-2)	4597	M
Collective agreement decrees, An Act respecting... — Cartage — Montréal (R.S.Q., c. D-2)	4615	M
Collective agreement decrees, An Act respecting... — Cartage — Québec (R.S.Q., c. D-2)	4613	M
Collective agreement decrees, An Act respecting... — Casket (R.S.Q., c. D-2)	4592	M

Collective agreement decrees, An Act respecting... — Furniture Industry — Levy	4589	M
(R.S.Q., c. D-2)		
Collective agreement decrees, An Act respecting... — Garage employees — Arthabaska, Thetford-Mines, Granby and Sherbrooke	4661	M
(R.S.Q., c. D-2)		
Collective agreement decrees, An Act respecting... — Garage employees — Drummond — Revocation	4679	A
(R.S.Q., c. D-2)		
Collective agreement decrees, An Act respecting... — Garage employees — Mauricie	4652	M
(R.S.Q., c. D-2)		
Collective agreement decrees, An Act respecting... — Garage employees — Québec	4634	M
(R.S.Q., c. D-2)		
Collective agreement decrees, An Act respecting... — Garage employees — Rimouski	4671	M
(R.S.Q., c. D-2)		
Collective agreement decrees, An Act respecting... — Garage employees — Saguenay-Lac-Saint-Jean	4643	M
(R.S.Q., c. D-2)		
Collective agreement decrees, An Act respecting... — Hairdressers — Hull . . .	4590	M
(R.S.Q., c. D-2)		
Commission de la construction du Québec — Levy	4588	N
(An Act respecting labour relations, vocational training and manpower management in the construction industry, R.S.Q., c. R-20)		
Furniture Industry — Levy	4589	M
(An Act respecting collective agreement decrees, R.S.Q., c. D-2)		
Garage employees — Arthabaska, Thetford-Mines, Granby and Sherbrooke . . .	4661	M
(An Act respecting collective agreement decrees, R.S.Q., c. D-2)		
Garage employees — Drummond — Revocation	4679	A
(An Act respecting collective agreement decrees, R.S.Q., c. D-2)		
Garage employees — Mauricie	4652	M
(An Act respecting collective agreement decrees, R.S.Q., c. D-2)		
Garage employees — Québec	4634	M
(An Act respecting collective agreement decrees, R.S.Q., c. D-2)		
Garage employees — Rimouski	4671	M
(An Act respecting collective agreement decrees, R.S.Q., c. D-2)		
Garage employees — Saguenay-Lac-Saint-Jean	4643	M
(An Act respecting collective agreement decrees, R.S.Q., c. D-2)		
Hairdressers — Hull	4590	M
(An Act respecting collective agreement decrees, R.S.Q., c. D-2)		
Income support	4587	M
(An Act respecting income support, employment assistance and social solidarity, 1998, c. 36)		

Income support, employment assistance and social solidarity, An Act respecting... — Income support	4587	M
(1998, c. 36)		
Labour relations, vocational training and manpower management in the construction industry, An Act respecting... — Commission de la construction du Québec — Levy	4588	N
(R.S.Q., c. R-20)		
List of Bills sanctioned	4581	
Naskapi Education Committee — Remuneration of the chairman and of the other members	4683	Draft
(The Education Act for Cree Inuit and Naskapi Native Persons, R.S.Q., c. I-14)		
Opening hours of certain establishments on 1 January 2000, An Act respecting the... ..	4583	
(1999, Bill 75)		
Preservation of agricultural land and agricultural activities, An Act respecting... — Application of the Act	4683	Draft
(R.S.Q., c. P-41.1)		
Québec sales tax	4679	M
(An Act respecting the Québec sales tax, R.S.Q., c. T-0.1)		
Québec sales tax, An Act respecting the... — Québec sales tax	4679	M
(R.S.Q., c. T-0.1)		
The Education Act for Cree Inuit and Naskapi Native Persons — Naskapi Education Committee — Remuneration of the chairman and of the other members	4683	Draft
(R.S.Q., c. I-14)		

