

**APPENDIX II**  
**SALARY PROGRESSION CALCULATION TABLE**  
(in %)

Date of entry	Between 06 16 and 07 01	Between 05 16 and 06 15	Between 04 16 and 05 15	Between 03 16 and 04 15	Between 02 16 and 03 15	Between 01 16 and 02 15	Between 12 16 and 01 15	Between 11 16 and 12 15	Between 10 16 and 11 15	Between 09 16 and 10 15	Between 08 16 and 09 15	Between 07 16 and 08 15	Between 07 01 and 07 15
Percentage of salary progression granted on an amount basis													
%	%	%	%	%	%	%	%	%	%	%	%	%	%
0.5	0.00	0.04	0.08	0.13	0.17	0.21	0.25	0.29	0.33	0.38	0.42	0.46	0.5
1.0	0.00	0.08	0.17	0.25	0.33	0.42	0.50	0.58	0.67	0.75	0.83	0.92	1.0
1.5	0.00	0.13	0.25	0.38	0.50	0.63	0.75	0.88	1.00	1.13	1.25	1.38	1.5
2.0	0.00	0.17	0.33	0.50	0.67	0.83	1.00	1.17	1.33	1.50	1.67	1.83	2.0
2.5	0.00	0.21	0.42	0.63	0.83	1.04	1.25	1.46	1.67	1.88	2.08	2.29	2.5
3.0	0.00	0.25	0.50	0.75	1.00	1.25	1.50	1.75	2.00	2.25	2.50	2.75	3.0
3.5	0.00	0.29	0.58	0.88	1.17	1.46	1.75	2.04	2.33	2.63	2.92	3.21	3.5
4.0	0.00	0.33	0.67	1.00	1.33	1.67	2.00	2.33	2.67	3.00	3.33	3.67	4.0
4.5	0.00	0.38	0.75	1.13	1.50	1.88	2.25	2.63	3.00	3.38	3.75	4.13	4.5
5.0	0.00	0.42	0.83	1.25	1.67	2.08	2.50	2.92	3.33	3.75	4.17	4.58	5.0
5.5	0.00	0.46	0.92	1.38	1.83	2.29	2.75	3.21	3.67	4.13	4.58	5.04	5.5
6.0	0.00	0.50	1.00	1.50	2.00	2.50	3.00	3.50	4.00	4.50	5.00	5.50	6.0
6.5	0.00	0.54	1.08	1.63	2.17	2.71	3.25	3.79	4.33	4.88	5.42	5.96	6.5
7.0	0.00	0.58	1.17	1.75	2.33	2.92	3.50	4.08	4.67	5.25	5.83	6.42	7.0
7.5	0.00	0.63	1.25	1.88	2.50	3.13	3.75	4.38	5.00	5.63	6.25	6.88	7.5
8.0	0.00	0.67	1.33	2.00	2.67	3.33	4.00	4.67	5.33	6.00	6.67	7.33	8.0
8.5	0.00	0.71	1.42	2.13	2.83	3.54	4.25	4.96	5.67	6.38	7.08	7.79	8.5
9.0	0.00	0.75	1.50	2.25	3.00	3.75	4.50	5.25	6.00	6.75	7.50	8.25	9.0
9.5	0.00	0.80	1.58	2.38	3.17	3.95	4.75	5.53	6.33	7.13	7.92	8.70	9.5
10.0	0.00	0.84	1.66	2.50	3.34	4.16	5.00	5.84	6.66	7.50	8.33	9.16	10.0

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Gouvernement du Québec

**O.C. 1241-96, 2 October 1996**Financial Administration Act  
(R.S.Q., c. A-6)

**Conditions of contracts of government departments  
and public bodies**  
— Amendments

Regulation to amend the General Regulation respecting the conditions of contracts of government departments and public bodies

WHEREAS under section 49 of the Financial Administration Act (R.S.Q., c. A-6), the Government may by regulation, upon the recommendation of the Conseil du trésor, determine the conditions of contracts made in the name of the Government by a department, a public body whose operating budget is voted wholly or in part by the National Assembly or any other public body;

WHEREAS it is expedient to amend the General Regulation respecting the conditions of contracts of government departments and public bodies, made by Order in Council 1166-93 dated 18 August 1993, in order to introduce additional requirements respecting the validity of contracts that will contribute to fight undeclared labour in the construction industry in Québec;

WHEREAS in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), the text of the draft Regulation to amend the General Regulation respecting the conditions of contracts of government departments and public bodies was published in Part 2 of the *Gazette officielle du Québec* of 14 February 1996 with a notice that it could be made by the Government, with or without amendments, upon the expiry of 45 days following the date of that publication;

WHEREAS it is expedient to make the Regulation to amend the General Regulation respecting the conditions of contracts of government departments and public bodies with amendments, which has been recommended by the Conseil du trésor;

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

THAT the Regulation to amend the General Regulation respecting the conditions of contracts of government departments and public bodies, attached to this Order in Council, be made.

MICHEL CARPENTIER,  
*Clerk of the Conseil exécutif*

## **Regulation to amend the General Regulation respecting the conditions of contracts of government departments and public bodies**

Financial Administration Act  
(R.S.Q., c. A-6, s. 49)

**1.** The General Regulation respecting the conditions of contracts of government departments and public bodies, made by Order in Council 1166-93 dated 18 August 1993 and amended by the Regulations made by Orders in Council 1565-94 dated 9 November 1994, 492-95 dated 12 April 1995 and 233-96 dated 28 February 1996, is further amended by inserting the following after section 7.2:

**“7.3** No construction contract may be awarded to a supplier unless he meets the following conditions:

(1) he holds the licence required under the Building Act (R.S.Q., c. B-1.1); and

(2) if he intends to act as an employer governed by the Act respecting labour relations, vocational training and manpower management in the construction industry (R.S.Q., c. R-20; 1995, c. 8), he is registered with the

Commission de la construction du Québec, in accordance with the Regulation respecting the keeping of a register and the sending of a monthly report, approved by Order in Council 875-93 dated 16 June 1993.

**7.4** No construction contract of \$10 000 or more may be awarded to a supplier who, during the 2 years preceding the awarding of the contract,

(1) has been the subject of an enforceable work suspension order under section 7.4 of the Act respecting labour relations, vocational training and manpower management in the construction industry, as enacted by section 6 of Chapter 8 of the Statutes of 1995;

(2) has been found guilty or, in the case of a partnership or legal person, one of its partners or directors has been found guilty

(a) of an offence against any of sections 83, 83.1, 83.2, 84 or subsection 4 of section 122 of the Act respecting labour relations, vocational training and manpower management in the construction industry;

(b) of 3 offences against paragraph 3 of section 119.1 of the Act respecting labour relations, vocational training and manpower management in the construction industry; however, only one conviction shall be counted where several offences are committed on a single day in respect of different employees;

(3) has been found guilty of 2 offences against any provision of the Regulation respecting the keeping of a register and the sending of a monthly report, except for an offence that consists in the late transmission of a monthly report;

(4) has paid a claim based on subparagraph c.2 of the first paragraph of section 81 of the Act respecting labour relations, vocational training and manpower management in the construction industry, as enacted by section 38 of Chapter 8 of the Statutes of 1995, or has been condemned by a final judgment to pay such a claim.

For the purposes of the first paragraph, only convictions for offences committed from 11 May 1995 and claims paid or judgments rendered from 11 May 1995 will be considered.”.

**2.** The following is inserted after section 13:

**“13.1** Every construction contract shall contain a clause whereby the supplier undertakes

(1) to grant any subcontract only to a subcontractor who holds the licence required under the Building Act

and, if that subcontractor intends to act as an employer governed by the Act respecting labour relations, vocational training and manpower management in the construction industry, who is registered with the Commission de la construction du Québec, in accordance with the Regulation respecting the keeping of a register and the sending of a monthly report; and

(2) to require from his subcontractors that they also grant any subcontract only to subcontractors who meet the conditions provided for in paragraph 1.

**13.2** Every construction contract of \$10 000 or more shall contain a clause whereby the supplier undertakes

(1) to ask the department or the body offering the work, prior to awarding any construction subcontract of \$10 000 or more, for confirmation that the subcontractor identified by the supplier meets the conditions provided for in section 7.4;

(2) to grant any subcontract of \$10 000 or more only to a subcontractor who meets the obligation provided for in paragraph 1; and

(3) to require from his subcontractors that they also grant any subcontract of \$10 000 or more only to subcontractors who declare to them in writing that they meet the conditions provided for in section 7.4.”

**3.** This Regulation comes into force on 1 January 1997.

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Gouvernement du Québec

**O.C. 1242-96**, 2 October 1996

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

**Construction contracts of government departments and public bodies  
— Amendments**

Regulation to amend the Regulation respecting construction contracts of government departments and public bodies

WHEREAS under section 49 of the Financial Administration Act (R.S.Q., c. A-6), the Government may by regulation, upon the recommendation of the Conseil du trésor, determine the conditions of contracts made in the name of the Government by a department, a public body whose operating budget is voted wholly or in part by the National Assembly or any other public body;

WHEREAS it is expedient to amend the Regulation respecting construction contracts of government departments and public bodies, made by Order in Council 1168-93 dated 18 August 1993, in order to introduce complementary requirements to the amendments proposed to the General Regulation respecting the conditions of contracts of government departments and public bodies, which are intended to fight undeclared labour in the construction industry in Québec;

WHEREAS under sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), the text of the draft Regulation to amend the Regulation respecting construction contracts of government departments and public bodies was published in Part 2 of the *Gazette officielle du Québec* of 14 February 1996 with a notice that it could be made by the Government with or without amendments, upon the expiry of 45 days following the date of that publication;

WHEREAS it is expedient to make the Regulation to amend the Regulation respecting construction contracts of government departments and public bodies with amendments, the Regulation having been recommended by the Conseil du trésor;

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

THAT the Regulation to amend the Regulation respecting construction contracts of government departments and public bodies, attached to this Order in Council, be made.

MICHEL CARPENTIER,  
*Clerk of the Conseil exécutif*

**Regulation to amend the Regulation respecting construction contracts of government departments and public bodies**

Financial Administration Act  
(R.S.Q., c. A-6, s. 49)

**1.** The Regulation respecting construction contracts of government departments and public bodies, made by Order in Council 1168-93 dated 18 August 1993 and amended by the Regulations made by Orders in Council 181-94 dated 2 February 1994, 1106-94 dated 20 July 1994, 235-96 dated 28 February 1996 and 332-96 dated 21 March 1996, is further amended, in section 10,

(1) by substituting the following for paragraph 7: