

**2.** The premiums shall be determined by applying the percentage calculated to the part of the assessment calculated in terms of the risk, taking into account the limit applicable to the employer with respect to the assumption of the cost of benefits.

**3.** The percentages appearing in the table are applicable to the precise amounts of assessment distributed in terms of the risk corresponding to those percentages. Where the amount of assessment falls between two levels of assessment in the table, the percentage shall be calculated by linear interpolation, and the result shall be rounded to the nearest tenth of a per cent.

**4.** This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec* and has effect for the assessment year 1997.

## SCHEDULE I

### TABLE OF PREMIUMS

Part of the assessment in terms of the risk	Limit of the assumption in terms of the maximum annual insurable amount			
	$\frac{1}{2}$ times	once	twice	three times
280 450 \$ or less	43,5 %	26,0 %	17,7 %	17,4 %
373 900 \$	40,9	21,7	12,2	11,5
560 800 \$	38,7	17,9	7,4	6,3
747 750 \$	37,8	16,3	5,3	4,2
1 121 650 \$	37,1	15,1	3,7	2,5
1 495 600 \$	36,9	14,8	3,0	1,8
1 869 450 \$	36,8	14,6	2,7	1,5
2 617 200 \$	36,7	14,5	2,4	1,2
3 738 950 or more	36,6	14,4	2,2	1,0

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Gouvernement du Québec

**O.C. 1486-96, 27 November 1996**

Labour Code  
(R.S.Q., c. C-27)

### Remuneration of arbitrators

Regulation respecting the remuneration of arbitrators

WHEREAS under section 103 of the Labour Code (R.S.Q., c. C-27), the Government, by Order in Council 475-90 dated 4 July 1990, made the Regulation respecting the remuneration of arbitrators;

WHEREAS the regulatory framework of that provision respecting the remuneration of arbitrators was broadened by section 26 of Chapter 6 of the Statutes of 1994;

WHEREAS section 103 now prescribes that the Government may determine, by regulation, who shall assume the payment of the remuneration and expenses of an arbitrator, and, where applicable, in what proportion, as well as the cases where an agreement on different remuneration or expenses may be made and the conditions governing such an agreement;

WHEREAS it is expedient to replace the Regulation respecting the remuneration of arbitrators in order to adjust certain arbitrator fees and to allow for the negotiation of such fees;

WHEREAS in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), a draft of the Regulation attached to this Order in Council was published in Part 2 of the *Gazette officielle du Québec* of 6 March 1996 with a notice that it could be made by the Government upon the expiry of 45 days following that publication;

WHEREAS the 45-day period has elapsed;

WHEREAS the comments received have been examined;

WHEREAS it is expedient to make the Regulation attached to this Order in Council, with amendments;

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

THAT the Regulation respecting the remuneration of arbitrators, attached to this Order in Council, be made.

MICHEL CARPENTIER,  
*Clerk of the Conseil exécutif*

### Regulation respecting the remuneration of arbitrators

Labour Code  
(R.S.Q., c. C-27, s. 103)

**1.** For arbitration sittings and, subject to section 2, for each hour of deliberation and drafting of awards, a grievance and disputes arbitrator is entitled to fees of \$80 per hour. He is also entitled to a lump sum remuneration of \$80 for all expenses related to arbitration, particularly those expenses incurred for the opening of files, telephone calls, correspondence and the drafting and filing of duplicates or copies of the arbitration award.

He is entitled to fees of at least \$300 per day of hearing.

He may, before agreeing to act as arbitrator of grievances or disputes other than a dispute referred under sections 93.3 and 97 of the Labour Code (R.S.Q., c. C-27), conclude an agreement with the parties on different fees. Similarly, a grievances arbitrator who is remunerated by a single party under a collective agreement may agree upon different fees with the party. Failing an agreement, the first two paragraphs apply.

**2.** For deliberation and the drafting of awards, a disputes arbitrator is entitled to the fees fixed by or agreed to under section 1 for a maximum of 20 hours, while a grievances arbitrator is entitled to those fees for a maximum of 10 hours. The period of time for deliberation and drafting for an arbitrator of grievances or disputes other than a dispute referred under sections 93.3 and 97 of the Labour Code does not include the hours that an arbitrator spends in deliberation with the assessors.

An arbitrator of grievances or disputes other than a dispute referred under sections 93.3 and 97 of the Labour Code may agree with the parties on the period of deliberation and drafting before the beginning of deliberation. Failing an agreement, the first paragraph applies.

Upon request, the Minister of Labour may, considering the particular complexity of a case, pay additional fees to the arbitrator of a dispute referred under sections 93.3 and 97 of the Labour Code, up to a maximum of 20 hours.

**3.** Transportation costs and meal and accommodation expenses shall be reimbursed to an arbitrator in accordance with Directive 7-74 of the Conseil du trésor concerning the Règles sur les frais de déplacement des personnes engagées à honoraires (C.T. 182100 dated 13 January 1993), as amended on the day when they must be applied.

**4.** A travel allowance shall also be granted to an arbitrator who, because of his duties, must travel beyond a radius of 80 kilometres from his place of business.

The amount of this allowance corresponds to the amount obtained by multiplying the rate fixed by or agreed to under section 1 by the number of hours required for the trip using the fastest means of transportation.

**5.** When a case is discontinued or fully settled more than 30 days before the date of the hearing, the arbitrator is entitled to one hour of fees at the rate fixed by or agreed to under section 1 as compensation for all expenses related to the discontinuance or settling of the case.

**6.** When a case is discontinued, fully settled or postponed at the request of a party 30 days or less before the date of the hearing, the arbitrator may charge an amount of \$300 or three hours of fees at the rate agreed to under section 1. Notwithstanding the foregoing, he is not entitled to the expenses related to arbitration provided for in section 1.

**7.** An arbitrator is entitled to reimbursement of the actual costs incurred in renting a room for a hearing.

**8.** Unless otherwise provided for in the collective agreement, the parties shall assume jointly and equally the payment of the fees, expenses and allowances of a grievances arbitrator.

The parties shall assume jointly and equally the payment of the fees, expenses and allowances of a disputes arbitrator where the arbitration is requested under section 74 of the Labour Code or where the collective agreement prescribes that the dispute must be referred to arbitration.

The Minister of Labour shall assume the payment of the fees, expenses and allowances of the arbitrator of a dispute referred under sections 93.3 and 97 of the Labour Code.

**9.** An arbitrator shall submit a detailed account of his fees, making it possible to verify the validity of the fees, allowances or expenses claimed per day.

**10.** This Regulation replaces the Regulation respecting the remuneration of arbitrators, made by Order in Council 975-90 dated 4 July 1990.

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

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Gouvernement du Québec

**O.C. 1497-96, 4 December 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