

## Regulation repealing the Regulation respecting terms and conditions for permits to be issued by the Ordre professionnel des conseillers en relations industrielles du Québec

1. The Regulation respecting terms and conditions for permits to be issued by the Ordre professionnel des conseillers en relations industrielles du Québec, adopted March 9, 1983 and published at pages 2871 to 2876 of Part 2 of the *Gazette officielle du Québec* of July 13, 1983, is hereby repealed.

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

1581

### Draft Regulation

Professional Code  
(R.S.Q., c. C-26)

#### Industrial relations counsellors — Standards for equivalence for the issue of a permit

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 standards for equivalence for the issue of a permit by l'Ordre professionnel des conseillers en relations industrielles du Québec, adopted by the Bureau de l'Ordre professionnel des conseillers en relations industrielles du Québec, may be submitted, on the recommendation of the Office, to the Government of Québec, which may approve the regulation, with or without amendment, after the expiration of 45 days from the date of this notice.

According to l'Ordre professionnel des conseillers en relations industrielles du Québec, the main purpose of the Regulation is to establish, in accordance with the requirements of the Professional Code, equivalency standards so that the Ordre, for the purpose of issuing permits, may recognize diplomas issued by an educational establishment outside Québec, or training acquired in Québec or outside Québec by persons who do not hold diplomas recognized under government regulation as meeting the permit requirements of the Ordre.

Further information regarding the Regulation may be obtained by writing directly to Florent Francoeur, Secretary and Executive Director of l'Ordre professionnel des conseillers en relations industrielles du Québec, 1253,

avenue McGill College, bureau 820, Montréal (Québec), H8B 2Y5; telephone: (514) 879-1636; fax: (514) 879-1722; e-mail: opcriq@.qc.ca.

Any person who wishing to comment on the Regulation should do so in writing before the expiration of the 45-day delay mentioned above. All comments should be addressed to the President, Office des professions du Québec, complexe de la place Jacques-Cartier, 320, rue Saint-Joseph Est, 1<sup>er</sup> étage, Québec (Québec), G1K 8G5. All comments will be forwarded by l'Office to the minister responsible for the administration of legislation governing professions; they may also be forwarded to the Ordre that has adopted the Regulation, either l'Ordre professionnel des conseillers en relations industrielles du Québec, or any other interested government body or department.

ROBERT DIAMANT,  
*President of the Office  
des professions du Québec*

## Regulation respecting the standards for equivalence for the issue of a permit by the Ordre professionnel des conseillers en relations industrielles du Québec

Professional Code  
(R.S.Q., c. C-26, s. 93, par. c)

### SECTION I GENERAL PROVISIONS

1. The secretary of the Ordre professionnel des conseillers en relations industrielles du Québec shall forward a copy of this Regulation to a candidate seeking diploma equivalence or a training equivalence.

2. In this Regulation:

“**diploma equivalence**” means the attestation by the Bureau of the Ordre that the level of knowledge attained by a candidate holding a diploma in industrial relations or human resource management issued by an educational establishment outside Québec is equivalent to the level attained by the holder of a diploma meeting the permit requirements of the Ordre;

“**diploma meeting the permit requirements of the Ordre**” means a diploma referred to in section 1.04 of the Regulation respecting diplomas issued by designated educational establishments and recognizing permits and specialist certificates of professional orders, Decree 1139-83 of June 1, 1983;

“**training equivalence**” means the attestation by the Bureau that a candidate’s training is equivalent to the level of knowledge attained by the holder of a diploma meeting the permit requirements of the Ordre.

## SECTION II DIPLOMA OR TRAINING EQUIVALENCE STANDARDS

**3.** A candidate holding a diploma in industrial relations issued by an educational establishment outside Québec shall be granted a diploma equivalence if the diploma was issued upon completion of university studies comprising the equivalent of at least 90 credits.

For the purpose of this section, “**credit**” means 45 hours of attendance at a course or learning activities.

**4.** A candidate shall be granted a training equivalence if he can demonstrate that he holds:

1° a university degree with a major in industrial relations or human resource management and at least one year of relevant work experience in the professional activities described in paragraph *f* of section 37 of the Professional Code (R.S.Q., c. C-26); or

2° a university degree with a minor in industrial relations or human resource management and at least two years of relevant work experience in the professional activities described in paragraph *f* of section 37 of the Professional Code (R.S.Q., c. C-26); or

3° a university degree and at least three years of relevant work experience in the professional activities described in paragraph *f* of section 37 of the Professional Code (R.S.Q., c. C-26); or

4° a diploma of collegial studies (DSC) or its equivalence and at least six years of relevant work experience in the professional activities described in paragraph *f* of section 37 of the Professional Code (R.S.Q., c. C-26); or

5° a high school diploma and relevant work experience of at least ten years in the professional activities described in paragraph *f* of section 37 of the Professional Code (R.S.Q., c. C-26).

The years of experience required in section 4.1 may be reduced by the Bureau upon report by the admissions committee formed under paragraph 2) of section 86.01 of the Professional Code, after taking into account the university-level training acquired by the candidate.

## SECTION III EQUIVALENCE RECOGNITION PROCEDURE

**5.** A candidate applying for a diploma equivalence or a training equivalence shall provide the secretary of the Ordre with the following supporting documents and with the dues required for the examination of the application in accordance with paragraph 8) of section 86.01 of the Professional Code:

1° the candidate’s academic record, including a description of all courses taken and a transcript of the marks obtained in the courses;

2° a true copy certified by the teaching establishment of all diplomas issued; and

3° a document attesting to and describing the candidate’s relevant work experience in the professional activities described in paragraph *f* of section 37 of the Professional Code.

**6.** Where the documents forwarded in support of an equivalence application are written in a language other than French or English, they must be accompanied by a translation in French. The translation must be certified as a true and accurate translation of the original by a member of the Ordre professionnel des traducteurs et interprètes du Québec or by a duly authorized consular or diplomatic representative.

**7.** The secretary of the Order shall forward the documents prescribed in section 5 to the admissions committee.

This committee must examine the equivalence application and make the appropriate recommendations to the Bureau.

**8.** At the first meeting of the Bureau following receipt of a committee’s recommendation, the Bureau shall decide whether or not to grant the equivalence.

**9.** Within 30 days of its decision, the Bureau shall inform the candidate of its decision in writing, by mail.

In the event that the Bureau refuses to grant the diploma equivalence, it must inform the candidate in writing of the courses, examinations, internships, training periods or practical experience that the candidate must successfully complete in order to be granted equivalence and of the time limit within which they must be completed.

**10.** Where a candidate has been informed by the Bureau that it has refused to grant the equivalence applied for, the candidate may, within 30 days following the date on which the decision is mailed, apply to the Bureau a review its decision. The application must be in writing and set out the candidate's reasons for seeking a review.

The Bureau shall hear the candidate at its next regular meeting following the date of receipt of the application for review. To that end, the Bureau shall convene the candidate by means of a notice in writing sent by registered mail, at least 10 days before the date of the hearing.

The Bureau's decision is final and shall be forwarded to the candidate in writing within 30 days of the date of the hearing.

#### **SECTION IV** **FINAL PROVISIONS**

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