

**15.** The following is substituted for section 8.01:

“**8.01.** The employee is entitled to a 12-minute rest period with pay each half day of work. The employee who, during his workday, works 3 overtime hours or more or one and half hours of overtime after a workday of 10 and one half hours at his regular rate shall be entitled to another 12-minute rest period with pay. The employee who works one day under the work schedule provided for in section 5.01 shall be entitled to three 12-minute rest periods with pay or to two 18-minute rest periods with pay.”

**16.** The following is substituted for section 10.01:

“**10.01.** This Decree shall remain in force until 1 September 1999.

Thereafter, it shall automatically be renewed from year to year, unless one of the contracting parties gives the Minister of Labour and the other contracting parties written notice to the contrary not more than 90 days and not less than 60 days before 1 September 1999 or before 1 September of any subsequent year.”

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

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**Draft Regulation**

An Act to foster the development of manpower training (R.S.Q., c. D-7.1)

**Exemptions to the application of section II of chapter II of the Act**

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 exemptions to the application of section II of chapter II of the Act to foster the development of manpower training”, the text of which appears below, may be enacted by the Government, with or without amendment, upon the expiry of 45 days following this publication.

The purpose of this draft regulation is to enable employers to be exempted from certain formalities, notably from filling a return with the ministre du Revenu du Québec, when they can demonstrate, in accordance with the conditions imposed by the Regulation, that they are committed to the development of training in their business or establishment.

The draft regulation also aims to enable employers to submit their staff training initiative on the basis of more qualitative as opposed to quantitative criteria.

Further information may be obtained by contacting Mr. André Bertoldi, Société québécoise de développement de la main-d’œuvre, 800, place Victoria, 29<sup>e</sup> étage, Montréal (Québec), H4Z 1B7. Telephone: (514) 873-1892.

Any interested person having comments to make is asked to send them in writing, before the expiry of the 45-day period, to the acting President and Chief Executive Officer of the Société québécoise de développement de la main-d’œuvre, Mr. Jacques Gariépy, 425, rue Saint-Amable, 6<sup>e</sup> étage, Québec (Québec), G1R 5T7.

LOUISE HAREL,  
*Minister of State for Employment  
and Solidarity*

**Regulation respecting exemptions to the application of section II of chapter II of the Act to foster the development of manpower training**

An Act to foster the development of manpower training (R.S.Q., c. D-7.1, s. 20, par. 3<sup>o</sup>; 1997, c. 20, s. 3)

**1.** An employer may be exempted from the application of section II of chapter II of the Act to foster the development of manpower training (R.S.Q., c. D-7.1) for three consecutive calendar years. To do so, it must submit an application to the Société québécoise de développement de la main-d’œuvre (SQDM) between January 1 and February 28 of the first calendar year covered by its request, using the form supplied by the SQDM.

**2.** An exemption is granted if the following conditions, supported by documentary evidence, are satisfied:

1<sup>o</sup> the training expenditures within the meaning of the Regulation respecting eligible training expenditures enacted by order in council 1586-95 of December 6, 1995 made by the employer for the benefit of its personnel, including apprentices, internees and teachers undergoing refresher training in the workplace, represent an average of at least 2 % of its payroll over the three calendar years preceding its application;

2<sup>o</sup> the employer’s external training activities are offered to its employees through an educational institution recognized under section 7 of the Act or a training body or training instructor accredited by the SQDM under the

Regulation respecting the accreditation or training bodies, training instructors and training services approved by order in council 764-97 of June 11, 1997;

3° the employer has a training service accredited by the SQDM under the Regulation respecting the accreditation of training bodies, training instructors and training services and training is provided by professional training instructors, or by competent persons, who may be drawn from within the employer's business or from its supplier of hardware, equipment of software; for the purposes of this paragraph, an employer whose payroll is \$500 000 or less may have only one training instructor;

4° for the three years covered by the application, the employer has developed a comprehensive training plan covering the needs of all categories of its personnel, including apprentices, internees and teachers undergoing refresher training in the workplace, and an agreement concerning such plan has been reached with their representatives; any agreement reached with an association or union accredited under a statute to represent employees or any group of employees must be signed by a representative of such association or union.

For the purpose of paragraph 3°, a professional training instructor is a natural person who, although not accredited as such by the SQDM under the Regulation respecting the accreditation of training bodies, training instructors and training services, satisfies the conditions for such accreditation.

**3.** In addition, the employer must undertake, under a memorandum of agreement reached with the SQDM, to:

1° Continue to participate in the development of training for its personnel during the period covered by the exemption, in accordance with section 2;

2° see to the quality of its training instructors, in particular through training or upgrading of its in-house training instructors;

3° provide the SQDM, using the form supplied by the latter, with the information required under section 3 of the Regulation respecting eligible training expenditures, either on a calendar year basis or on the basis of a fiscal; year ending during an exemption year;

4° allow a representative of the SQDM to meet with its representative or its training instructors should the SQDM consider it necessary.

**4.** The SQDM may cancel an exemption if it concludes that the conditions stipulated in this regulation or

the undertakings stated in the memorandum of agreement stipulated in section 3 are not being observed.

**5.** The exemption can be renewed for three calendar years provided the employer to which it has been granted complies with all the conditions stipulated in this regulation and renews the undertakings stated in the memorandum of agreement.

**6.** Regarding the year 1998, the words "three calendar years" appearing in section 1 and in paragraphs 1° and 4° of section 2 are to be replaced by the words "two calendar years".

**7.** 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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## Draft Regulation

An Act respecting the Ministère du Conseil exécutif (R.S.Q., c. M-30; 1997, c. 6)

### Ethics and professional conduct of public office holders

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 ethics and professional conduct of public office holders, the text of which appears below, may be made by the Government upon the expiry of 45 days following this publication.

The purpose of this Regulation is to preserve and enhance the confidence of the public in the integrity and impartiality of the public administration, to promote openness within government agencies and corporations, and to enhance the accountability of the public administration and public office holders.

To that end, the Draft Regulation establishes ethical principles and general rules of conduct that must be adhered to by public office holders contemplated in the Act, as well as the disciplinary procedure applicable to them. It also sets forth the matters that must be contained in the code of ethics and professional conduct that must be adopted by government agencies and corporations referred to in the Act.

Further information may be obtained from Ms. Danièle Montminy, Direction du droit administratif et privé, ministère de la Justice, 1200, route de l'Église, 2<sup>e</sup> étage, Sainte-Foy (Québec), G1V 4M1; tel. (418) 643-1436, fax (418) 646-1696.