

“3. For Finland, the Central Pension Security Institute is the institution designated by the competent authority for the purposes of Articles 7 and 10.”; and

(c) by renumbering Paragraph 3 as Paragraph 4 and by adding the words “, as well as to a self-employed person” at the end.

Article 4

Article 4 of the Administrative Arrangement is amended by deleting the words “or, if the person employed already holds the employment on the date of coming into force of the Agreement, within six months of that date”.

Article 5

Article 6 of the Administrative Arrangement is amended by deleting the words “, with the assent of their respective competent authorities,” from Paragraph 3.

Article 6

The following is substituted for Article 8 of the Administrative Arrangement:

“Article 8

1. To receive benefits in kind in the territory of Québec, a person described in Articles 20 to 23 of the Agreement, as well as the spouse and accompanying dependants of such person, must register with the Régie de l'assurance-maladie du Québec, using the registration form provided for that purpose.

2. At the time of the person's registration and that of his spouse and accompanying dependants, he must also submit:

(a) a certificate issued by the Social Insurance Institution of Finland, attesting to his entitlement to benefits in kind, and the immigration document required by a person on a temporary stay under Paragraph 1 of Article 21 of the Agreement;

(b) a certificate of coverage issued by the Central Pension Security Institute, where he is a person on assignment covered by Paragraph 2 of Article 21 of the Agreement;

(c) an attestation issued by the Social Insurance Institution of Finland, certifying his entitlement to benefits in kind, the required immigration document and an attestation of his registration as a full-time student at an educational institution recognized by one of the responsible departments in Québec or an attestation confirm-

ing his acceptance as a researcher or as a trainee whose training period will be carried out under a program of studies if, as a student, researcher or trainee, the person is covered by Paragraph 2 of Article 21 of the Agreement.”.

Article 7

Article 9 of the Administrative Arrangement is amended

(a) by substituting the words “his spouse and accompanying dependants” for the words “each of his accompanying dependants” in Paragraph 1; and

(b) by substituting the words “full-time student or an attestation of his acceptance as a researcher or as a trainee whose training period will be carried out under his program of studies” for the word “student” at the end of the first sentence in Paragraph 2.

Article 8

Article 10 of the Administrative Arrangement is revoked.

Article 9

This Protocol amending the Administrative Arrangement comes into force on the same date as the Protocol amending the Agreement and has the same term. Termination of the Agreement has the effect of terminating this Protocol.

Made at Québec on this 12th day of July 1995, in duplicate, in French and in Finnish, both texts being equally authentic.

For the Gouvernement
du Québec

For the Government of
the Republic of Finland

BERNARD LANDRY

ERIK A. H. HEINRICHS

1783

Draft Regulation

An Act respecting collective agreement decrees (R.S.Q., c. D-2; 1996, c.71)

Casket

— 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 Decree to amend the Decree respecting the

casket industry, 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 draft regulation is to actualize certain working conditions which have remained unchanged since 17 March 1994.

To achieve that purpose, the draft regulation proposes to introduce the job classification of section head, to include, under the industrial jurisdiction, the manufacture of funeral urns, which are already an integral part of certain establishments, to increase minimum wage rates, not only the average hourly shop wage but also the minimum hourly wage and finally, to increase the number of daily working hours.

This project has already been the object of an economic impact study within the framework of amendments made to the Act respecting collective agreement decrees by the Act to amend the Act respecting collective agreement decrees (1996, c.71).

This study made it possible to evaluate the proposed amendments based on certain criteria in the Act and to appreciate the competitive character of the businesses concerned by the proposed amendments, while also taking into account that these businesses must remain competitive in the North American context and more particularly in the rest of Canada.

The consultation period will serve to determine the impact of the proposed amendments. According to the 1996 Annual Report of the Comité paritaire de l'industrie du cercueil, the Decree governs 17 employers and 531 employees.

Further information may be obtained by contacting Ms. Judith Gagnon, Direction des décrets, Ministère du Travail, 200, chemin Sainte-Foy, 6^e étage, Québec (Québec), G1R 5S1, (telephone (418) 643-4415; fax: (418) 528-0559).

Any interested person having comments to make concerning this matter is asked to send them in writing, before the expiry of the 45-day period, to the Deputy Minister of Labour, 200, chemin Sainte-Foy, 6^e étage, Québec (Québec), G1R 5S1.

JEAN-MARC BOILY,
Deputy Minister of Labour

Decree to amend the Decree respecting the casket industry

An Act respecting collective agreement decrees (R.S.Q., c. D-2; 1996, c. 71)

1. The Decree respecting the casket industry (R.R.Q., 1981, c. D-2, r. 8), amended by Orders in Council 802-82 dated 21 March 1982 (Suppl. p. 418), 1597-83 dated 2 August 1983, 866-84 dated 4 April 1984, 20-85 dated 9 January 1985, 1164-89 dated 12 July 1989, 74-92 dated 22 January 1992 and 260-94 dated 16 February 1994 and extended by section 37 of the Act to amend the Act respecting collective agreement decrees (1996, c. 71), is further amended in section 1.01:

1. by inserting, in the second paragraph of subparagraph *d*, after the words “holding an occupation as” the words “section head or”;

2. by adding the following after subparagraph *e*:

“(f) “section head”: any employee who generally transmits the orders of the employer, distributes work, supervises the work in a department and personally performs tasks within the scope of the trade.”.

2. Section 2.02 is amended by adding, at the end of the last paragraph, the words “and the manufacture of cinerary urns”.

3. The following is substituted for section 3.01:

“**3.01.** The average hourly shop wage shall be:

(a) as of (<i>insert the enforcement date of the Decree</i>):	\$11.05;
(b) as of 1 March 1998:	\$11.15;
(c) as of 1 September 1998:	\$11.25;
(d) as of 1 March 1999:	\$11.35;
(e) as of 1 September 1999:	\$11.45.

Exclusion: The wages of new employees who have not acquired 6 months of continuous service with the employer and the wages of new employees who replace employees who are the victims of a work accident are excluded from the calculation of the average hourly shop wage defined in subparagraph *d* of section 1.01.”.

4. The following is substituted for section 3.03:

“**3.03.** The minimum hourly wage shall be:

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| (a) for the first 6 months: | \$6.85; |
| (b) as of the 7 th month: | \$6.90; |
| (c) as of the 10 th month: | \$7.05; |
| (d) as of the 13 th month: | \$7.30. |

However, the employee shall receive at least the following amount in addition to the minimum wage provided in the Regulation respecting labour standards (R.R.Q., 1981, c. N-1.1, r. 3) or provided in any further regulation that could amend or replace it:

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| — the employee in the employer’s service for the first 6 months: | \$0.20 |
| — the employee in the employer’s service as of the 7 th month: | \$0.35; |
| — the employee in the employer’s service as of the 10 th month: | \$0.60; |
| — the employee in the employer’s service as of the 13 th month: | \$0.85. |

However, no benefit having a pecuniary value shall be considered in computing the minimum wage.”

5. Section 4.03 is amended by adding the following after subparagraph *j*:

“(k) the identification of the employee’s occupation.”.

6. The following is substituted for section 5.01:

“**5.01.** The standard workweek shall be 42 hours, 41 hours as of 1 October 1999 and 40 hours as of 1 October 2000. The standard workday shall not exceed 10 and one half hours.

However, the employer may modify the standard workweek as follows, only if there are two shifts already in place that are unable to meet production requirements before such a demand: three (3) consecutive 12-hour days for the day, evening and night shifts.

In the event that the employer modifies the standard workweek, he shall give a written notice, three (3) days before the implementation of the work schedule, to his employees and the Parity Committee and have obtained the prior consent of the majority of the employees in his establishment.

The weekly work schedule of each employee, established for the following week, shall be posted in a conspicuous place in the shop no later than noon on the Friday preceding the week in which it shall apply, and not be modified except in the event of uncontrollable circumstances during the course of the operations.”.

7. Section 5.02 is amended:

1. by substituting, in subparagraph *a*, the words “day shift” for “1st shift”;

2. by substituting, in subparagraph *b*, the words “evening and night shifts” for “2nd and 3rd shifts”.

8. The following is substituted for section 5.05:

“**5.05.** Any employee is entitled to an increase in his hourly wage of 50 % for the hours worked over and above his standard workday, workweek, or his workweek scheduled in accordance with section 5.01.”.

9. Section 5.08 is amended, in the first paragraph, by substituting the words “the evening or night shifts” for the words “the second or third shifts”.

10. Section 6.01 is amended by substituting the words “June 24” for the words “St. John the Baptist’s Day”.

11. Section 6.02 is amended by inserting, in the second paragraph after the word “two” the words “and one half (4.5 hours or 6.5 hours depending upon the schedule determined under section 5.01)”.

12. Section 7.01 is amended:

1. by striking subparagraph *e*;
2. by substituting, in the second paragraph of subparagraph *g* “8.5 %” for “8 %”;
3. by adding the following after subparagraph *g*:

“(h) if he has 20 years of continuous service with the same employer during the qualifying year, to a vacation of 3 continuous weeks.

The vacation pay is equal to 9 % of the gross wages earned by the employee during the qualifying year.”.

13. Section 7.05 is amended by inserting, after the word “benefits” the words “if applicable”.

14. Section 7.08 is amended by substituting “, 8.5 % or 9 %, provided for in section 7.01” for “or 8 %, as the case may be”.

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*.

1790

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 ministère 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^e 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^e 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^o; 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^o 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^o 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