

“SCHEDULE III

(ss. 3, 6 and 7)

**EMPLOYMENT CATEGORIES AND
CORRESPONDING GROSS INCOMES**

1. The employment categories are the occupational titles contained in the “Professions” file of the computerized data listing on educational and occupational training “Répertoire informatisé des données en information scolaire et professionnelle» (Repères) by the Société de gestion du réseau informatique des commissions scolaires (Société GRICS).

2. Gross income corresponding to each employment category is the amount that represents the median on the scale of the annual average minimum earnings indicated in the listing for each occupation. Where the lower limit on the scale is absent or equal to zero, gross income is the amount that represents the upper limit of the average minimum earnings.

Where the average minimum earnings shown is the hourly wage, it shall be calculated on an annual basis by multiplying it by 2000.

3. Changes made to the listing during a year become an integral part of the Regulation from the next January first.

4. Notwithstanding section 2, the gross income of a victim for whom the Société determines employment under section 48 of the Act cannot be lower than gross income determined on the basis of the minimum wage as defined in section 3 of the Regulation respecting labour standards (R.R.Q., 1981, c. N-1.1, r. 3), as it reads on the day when it must be applied, calculated on an annual basis by multiplying it by 2000.

Where employment determined under this section is part-time employment, gross income is established on the basis of the minimum wage prescribed in the preceding paragraph and calculated on an annual basis by multiplying it by the number of hours for which the victim is considered fit to hold employment.

5. Notwithstanding section 2, gross income cannot be higher than the Maximum Yearly Insurable Earnings set by section 54 of the Automobile Insurance Act (R.S.Q., c. A-25).”.

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

Draft RegulationConsumer Protection Act
(R.S.Q., c. P-40.1)**Regulation
— 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 Regulation to amend the Regulation respecting the application of the Consumer Protection Act, the text of which appears below, may be made by the Government upon the expiry of 45 days following this publication.

The purpose of the draft Regulation is to delete a provision relating to the calculation of credit charges in a contract extending variable credit.

The proposed amendment will have a positive impact on businesses in the credit sector, since it eliminates a constraint in the calculation of credit charges and harmonizes the Regulation with the provisions applicable elsewhere in Canada.

Further information may be obtained by contacting Mr. Luis Curras, Office de la protection du consommateur, 5199, rue Sherbrooke Est, bureau 3721, Montréal, H1T 3X2; tel.: (514) 873-8601, fax: (514) 864-2400.

Any person having comments to make is asked to send them, before the expiry of the 45-day period, to the Minister of Relations with the Citizens and Immigration, 360, rue McGill, 4^e étage, Montréal, H2Y 2E9.

MICHEL CARPENTIER,
Clerk of the Conseil exécutif

**Regulation to amend the Regulation
respecting the application of the
Consumer Protection Act(*)**Consumer Protection Act
(R.S.Q., c. P-40.1, s. 350, par. e)

1. Section 56 of the Regulation respecting the application of the Consumer Protection Act is revoked.

* The Regulation respecting the application of the Consumer Protection Act (R.R.Q., 1981, c. P-40.1, r. 1) was last amended by Order in Council 712-95 dated 24 May 1995 (1995, *G.O.* 2, 1663). For previous amendments, refer to the Tableau des modifications et Index sommaire, Éditeur officiel du Québec, 1997, updated to 1 September 1997.

2. 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

Pay Equity Act
(1996, c. 43)

Content and form of the report relating to pay equity or relativity plans already completed or in progress

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 content and form of the report relating to pay equity or relativity plans already completed or in progress", the text of which appears below, may be made by the Government, with or without modification, following an examination by the appropriate committee of the National Assembly, upon the expiry of 45 days following this publication.

The purpose of this Draft Regulation is to indicate to the employers who will submit a report relating to a pay equity plan or a relativity plan already completed or in progress on November 21, 1996, what form this report must have and what information it must contain.

Following the transmission of this report before November 21, 1998, the observations and comments received, and the verifications made by the Commission de l'équité salariale, the Commission will determine if the plan complies with the Pay Equity Act or indicate the appropriate corrective measures.

Further information may be obtained by contacting M. Daniel Carpentier, Legal Advisor, 770, Sherbrooke West, 4th Floor, Montréal, Quebec, H3A 1G1, telephone: (514) 873-5480.

Any interested person having comments to make on the matter is asked to send them in writing, before the expiry of the 45 day period, to Mme Jocelyne Olivier, President of the Commission de l'équité salariale, 200, chemin Sainte-Foy, 7th Floor, Quebec City, Quebec, G1R 5S1.

MATTHIAS RIOUX,
The Minister of Labour,

Regulation respecting the content and form of the report relating to pay equity or relativity plans already completed or in progress

Pay Equity Act
(1996, c. 43, s. 114, 1st par., subpar. 4)

DIVISION I CONTENT OF THE REPORT

1. The report that every employer subject to section 120 of the Pay Equity Act (1996, c.43) must send to the Commission de l'équité salariale, not later than 21 November 1998, shall contain the following information:

(1) the name of the employer and any other name that identifies him, as well as the address and sector of activity of the enterprise;

(2) the name, position or title and telephone number of the person in charge of the plan;

(3) job classes identified for the purposes of the plan, the number and proportion of women in each job class and, if applicable, the list of positions that are grouped together;

(4) the criteria used to identify predominantly female job classes or predominantly male job classes;

(5) a description of the method and tools selected to determine the value of job classes, the job evaluation plan or system, the factors applied and, if applicable, the subfactors, as well as the weighting applied to each of these factors and subfactors;

(6) a description of the value determination procedure, including the various steps and methods for collecting the information on positions and evaluating them;

(7) a description of the method selected for valuating differences in compensation, the identification of the predominantly female job classes that were compared, indicating, for each of the classes, the predominantly male job classes to which they were compared, and the differences in compensation;

(8) the measures taken by the employer to ensure that no element of the plan discriminates on the basis of gender and that all elements are applied on a gender neutral basis.