

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

1930

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.

2. The report shall give the date on which the plan was established and, if applicable, the date of its completion and whether the compensation adjustments were made in whole or in part, and the dates of the payments.

3. A report on a plan in progress on 21 November 1996 shall also indicate whether on that date, the plan is completed in respect of at least 50 % of the predominantly female job classes concerned or whether the determination of the value of job classes has begun, with the degree of completion of the plan.

4. The report shall indicate the date on which it was posted and, if applicable, the name of the certified association representing employees in the enterprise and the date on which the report was forwarded to the association.

5. The employer may also include any additional information respecting the pay equity or relativity plan that he deems relevant to ensure that the plan meets the conditions prescribed in section 119 of the Act.

DIVISION II FORM OF THE REPORT

6. The report shall be typed or printed only on one side of the sheet.

Each subject dealt with shall have a separate heading.

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

1927

Draft Regulation

An Act respecting the development of Québec firms in the book industry
(R.S.Q., c. D-8.1)

Accreditation of publishers in Québec — 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 accreditation of publishers in Québec, 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 broaden the exemption from the application of the Regulation respecting the accreditation of publishers in Québec to

include the bodies listed in the Schedule to the Act, as well as legal persons and partnerships in which a government department, agency or mandatary or a body listed in the Schedule to the Act holds stocks, shares or assets.

The draft Regulation also amends the current standard by which a general publishing house must have an inventory of five titles by Québec authors and a publishing house specializing in art books must have an inventory of three titles by Québec authors, by specifying that the titles must be by three or two different authors, respectively.

The draft Regulation reduces the number of firms in the public domain that are eligible for accreditation, in order to better align the Regulation with one of the objectives of the Act, which is to provide aid to private enterprise. Greater stringency with respect to publishers' eligibility for accreditation will also be introduced through the amendment concerning the inventory of titles by Québec authors.

Further information may be obtained by contacting Ms. Hélène Vachon, Direction des arts et de la culture, ministère de la Culture et des Communications, 225, Grande-Allée Est, Québec (Québec), G1R 5G5; tel.: (418) 644-7203, fax: (418) 643-4080.

Any interested person having comments to make on this matter is asked to send them in writing, before the expiry of the 45-day period, to the Minister of Culture and Communications, 225, Grande Allée Est, 1^{er} étage (Bloc A), Québec (Québec), G1R 5G5.

LOUISE BEAUDOIN,
*Minister of
Culture and Communications*

Regulation to amend the Regulation respecting the accreditation of publishers in Québec*

An Act respecting the development of Québec firms in the book industry
(R.S.Q., c. D-8.1, s. 15 and s. 38, pars. 2 and 4)

1. The Regulation respecting the accreditation of publishers in Québec is amended by substituting the following for section 1:

* The Regulation respecting the accreditation of publishers in Québec (R.R.Q., 1981, c. D-8.1, r.3) was amended once by the Regulation made by Order in Council 2798-84 dated 19 December 1984 (1985, *G.O.* 2, 59).