

(1) in the case of an employer, 0.75 of 1 % of the total remuneration paid to his employees;

(2) in the case of an independent contractor, 0.75 of 1 % of his remuneration as an independent contractor;

(3) in the case of an employee, 0.75 of 1 % of his remuneration.

Notwithstanding the first paragraph, the minimum amount that an employer or an independent contractor is bound to pay the Commission per monthly period is \$10.

**2.** The employer shall collect, on behalf of the Commission, the amount levied upon his employees by means of a weekly deduction on their wages.

**3.** The independent contractor shall deduct weekly, out of the remuneration he received as an independent contractor, the amount levied upon him.

**4.** The employer and the independent contractor shall remit to the Commission the amount levied for a monthly period in pursuance of this Regulation, not later than the 15th of the following month.

**5.** This Regulation comes into force on 1 January 1998.

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## **M.O., 1997**

### **Minister's Order 5-97 of the Minister of Education dated 5 December 1997**

General and Vocational Colleges Act  
(R.S.Q., c. C-29)

Regulation to amend the Regulation respecting certain conditions of employment of principals and academic deans of general and vocational colleges

WHEREAS under section 18.1 of the General and Vocational Colleges Act (R.S.Q., c. C-29), the Minister of Education may determine, by regulation, the conditions of employment, classification, maximum number per class of the positions held by, and the remuneration, recourses and rights of appeal of the members of the staff who are not members of a certified association within the meaning of the Labour Code (R.S.Q., c. C-27);

WHEREAS the Regulation respecting certain conditions of employment of principals and academic deans of general and vocational colleges was made by Minister's Order 1-89;

WHEREAS the Minister of Education is of the opinion that it is expedient to further amend the Regulation;

THEREFORE, the Regulation respecting certain conditions of employment of principals and academic deans of general and vocational colleges is amended by the Regulation to amend the Regulation respecting certain conditions of employment of principals and academic deans of general and vocational colleges attached hereto.

Québec, 5 December 1997

PAULINE MAROIS,  
*Minister of Education*

## **Regulation to amend the Regulation respecting certain conditions of employment of principals and academic deans of general and vocational colleges**

General and Vocational Colleges Act  
(R.S.Q., c. C-29, s. 18.1)

**1.** The Regulation respecting certain conditions of employment of principals and academic deans of general and vocational colleges, made by Minister's Order 1-89 of the Minister of Higher Education and Science dated 7 December 1989, and amended by Minister's Orders 1-90 dated 16 May 1990, 2-90 dated 2 October 1990, 1-91 dated 5 June 1991, 3-92 dated 23 June 1992, 2-93 dated 21 September 1993, 3-94 dated 18 March 1994, 4-94 dated 30 June 1994 and 1-97 dated 28 February 1997, is further amended by substituting, in the 1st and 2nd paragraphs of section 152, the expression "1.3 days" for "1.5 days".

**2.** Schedule II is amended by adding the following Tables A and B:

“TABLE A

SALARY SCALES APPLICABLE AS OF  
1 JANUARY 1998

Classes of remuneration		Principals	Academic Deans
6	Max.	82 417	70 531
	Min.	61 967	53 031
5	Max.	85 136	72 435
	Min.	64 013	54 463
4	Max.	87 948	74 572
	Min.	66 126	56 070
3	Max.	90 848	76 958
	Min.	68 307	57 864
2	Max.	93 848	79 613
	Min.	70 562	59 861
1	Max.	96 943	82 559
	Min.	72 890	62 076

TABLE B

SALARY SCALES APPLICABLE AS OF  
1 APRIL 1998

Classes of remuneration		Principals	Academic Deans
6	Max.	83 241	71 237
	Min.	62 586	53 561
5	Max.	85 987	73 160
	Min.	64 653	55 008
4	Max.	88 827	75 318
	Min.	66 787	56 631
3	Max.	91 757	77 728
	Min.	68 990	58 443
2	Max.	94 787	80 409
	Min.	71 267	60 459
1	Max.	97 912	83 385
	Min.	73 619	62 696”.

**3.** The following is substituted for Schedule III:

“RULES OF SALARY REVIEW

**DIVISION I**  
READJUSTMENT OF SALARY SCALES AND SALARIES

1. The salary scales and salaries of senior executives shall be increased by 1% on 1 January 1998 and 1 April 1998.

2. Notwithstanding section 1, the college is not required to pay the whole salary increment to the senior executive whose performance is considered unsatisfactory.

**DIVISION II**  
INCREASE IN THE SALARY SCALES ON 1 APRIL

3. Subject to any contrary provisions of this Regulation, the salary of a senior executive who, on 31 March of the year in question, has not reached the maximum of his salary scale, shall be increased by 4.0% on the following 1 April, without exceeding the maximum of his salary scale.

4. Notwithstanding section 3, the college is not required to pay the whole salary increase to a senior executive whose performance is considered unsatisfactory.

**DIVISION III**  
CRITERIA APPLICABLE TO CERTAIN SENIOR EXECUTIVES ON DISABILITY LEAVE

5. A senior executive on disability leave during the 12 months preceding 1 April of the year in question shall be entitled to the salary increase prescribed in section 3 if he held a position for at least 6 months during that period.

6. Where a senior executive returns from sick leave which began prior to 1 April 1994, the salary shall be determined by maintaining the same relative position as that of his salary at the end of the first 104 weeks of disability in relation to the salary scale that was applicable to him at that time.”.

**4.** This Regulation comes into force on the date of its publication in the *Gazette officielle du Québec*.