

Regulation to amend the Regulation respecting demerit points (*)

Highway Safety Code
(R.S.Q., c. C-24.2, s. 619, par. 9)

1. Schedule I to the Regulation respecting demerit points is amended

(1) by substituting the number “202.8” for the number “202.9” in Point 1.1, in the Column entitled “Description”; and

(2) by substituting the number “202.8” for the number “202.9” in Point 1.1, in the Column entitled “Penal provisions”.

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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Gouvernement du Québec

O.C. 664-98, 13 May 1998

Pay Equity Act
(R.S.Q., c. E-12.001)

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

Regulation respecting the content and form of the report relating to pay equity or relativity plans already completed or in progress on 21 November 1996

WHEREAS subparagraph 4 of the first paragraph of section 114 of the Pay Equity Act (R.S.Q., c. E-12.001) provides that the Commission de l'équité salariale may make regulations determining the content and form of the reports provided for in section 120 of the Act;

WHEREAS the second paragraph of that section provides that regulations of the Commission are subject to the approval of the Government and may be amended by the Government upon approval;

WHEREAS the last paragraph of that section provides that no regulation of the Commission may be approved by the Government until it is examined by the appropriate committee of the National Assembly;

WHEREAS in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), a draft of the Regulation was published in Part 2 of the *Gazette officielle du Québec* of 24 December 1997 with a notice that it could be approved by the Government, with or without amendments, after examination by the appropriate committee of the National Assembly, upon the expiry of 45 days following that publication;

WHEREAS the 45-day period provided for in the Act has expired;

WHEREAS the Committee on Labour and the Economy examined the Regulation and the proposed amendments on 19 March 1998;

WHEREAS it is expedient to approve the Regulation with amendments;

IT IS ORDERED, therefore, upon the recommendation of the Minister of Labour:

THAT the Regulation respecting the content and form of the report relating to pay equity or relativity plans already completed or in progress on 21 November 1996, attached hereto, be approved.

MICHEL NOËL DE TILLY,
Acting Clerk of the Conseil exécutif

Regulation respecting the content and form of the report relating to pay equity or relativity plans already completed or in progress on 21 November 1996

Pay Equity Act
(R.S.Q., c. E-12.001, 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 (R.S.Q., c. E-12.001) 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;

* The Regulation respecting demerit points, made by Order in Council 1424-91 dated 16 October 1991 (1991, *G.O.* 2, 4184), was amended once by the Regulation made by Order in Council 725-97 dated 28 May 1997 (1997, *G.O.* 2, 2492).

(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, including the elements of remuneration which were taken into account, 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. 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.

It shall also indicate that an employee or certified association of the enterprise may, within 90 days of the posting, send observations or comments on the report to the Commission de l'équité salariale.

4. 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.

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. A joint report may be forwarded by employers, referred to in section 120 of the Act, who have established a common pay equity or relativity plan in their enterprise.

The information that differs from one employer to another shall be provided in a separate schedule. Each schedule is deemed an integral part of the employer's report covered by that schedule and shall be posted with the report.

8. 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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Gouvernement du Québec

O.C. 686-98, 20 May 1998

An Act respecting safety in sports
(R.S.Q., c. S-3.1)

Combat sports **— Amendments**

Regulation modifying the Regulation respecting combat sports

WHEREAS under the Act to amend the Act respecting safety in sports and other legislative provisions (1997, c. 79), the Régie des alcools, des courses et des jeux governs, since 1 April 1998, professional combat sports events, keeps the good reputation of those sports and ensures the safety and integrity of the participants and spectators;

WHEREAS subparagraphs 7 to 11 and 13 of section 55.3 of the Act to amend the Act respecting safety in sports and other legislative provisions, enacted by section 35 of Chapter 79 of the Statutes of 1997, provide