

THAT the Regulation to amend the Regulation respecting different remuneration for general practitioners during the first years of practice of their profession, attached to this Order in Council, be made.

MICHEL NOËL DE TILLY,
Acting Clerk of the Conseil exécutif

Regulation to amend the Regulation respecting different remuneration for general practitioners during the first years of practice of their profession(*)

Health Insurance Act
(R.S.Q., c. A-29, ss. 19 and 19.0.1, s. 69, 1st par., subpars. w, and s. 69.0.2)

1. The Regulation respecting different remuneration for general practitioners during the first years of practice of their profession is amended by substituting the following for sections 3 and 4:

“**3.** During the first 3 years of practice of this profession under the health insurance plan, a general practitioner shall receive the basic remuneration prescribed in an agreement concluded under the first paragraph of section 19 of the Health Insurance Act for the services he renders in an active geriatrics unit, a short-term and medium-stay geriatrics unit or an evaluation and guidance unit for the aged in a general and specialized hospital centre.

Furthermore, during the first 3 years of practice of this profession under the health insurance plan, a general practitioner who received training in geriatrics for at least 2 years in a training centre specializing in geriatrics outside Québec shall receive the basic remuneration prescribed in an agreement concluded under the first paragraph of section 19 of the Health Insurance Act for the services he renders in an active geriatrics unit or an evaluation and guidance unit for the aged in a psychiatric hospital centre.

4. During the first 3 years of practice of this profession under the health insurance program, a general practitioner shall receive the basic remuneration provided for in an agreement entered into under the first paragraph of section of the Health Insurance Act for the

* The Regulation respecting different remuneration for general practitioners during the first years of practice of their profession, made by Order in Council 1781-93 dated 8 December 1993 (1993, G.O. 2, 6931), was last amended by the Regulation made by Order in Council 1308-95 dated 27 September 1995. For the previous amendment, refer to the “Tableau des modifications et Index sommaire”, Éditeur officiel du Québec, 1998, updated to 1 March 1998.

services he renders either in a residential and long-term care centre, or in a first-line emergency service of a hospital centre.”.

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

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Gouvernement du Québec

O.C. 801-98, 10 June 1998

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

Casket

— Amendments

Decree to amend the Decree respecting the casket industry

WHEREAS the Government made the Decree respecting the casket industry (R.R.Q., 1981, c. D-2, r. 8);

WHEREAS in accordance with section 8 of the Act respecting collective agreement decrees (R.S.Q., c. D-2), the Government may, after consulting with the contracting parties or the committee and after the publication of a notice in the *Gazette officielle du Québec*, in a French-language newspaper and in an English-language newspaper, amend the Decree;

WHEREAS in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), a draft Decree of amendment was published in Part 2 of the *Gazette officielle du Québec* of 22 October 1997 and notice thereof was given in two French-language newspapers on 24 October 1997 and in one English-language newspaper on 24 October 1997, advising that it could be made by the Government upon the expiry of 45 days following that publication;

WHEREAS in accordance with section 6 of the Act respecting collective agreement decrees, the Minister may, upon the expiry of the time specified in the notice, recommend that the Government issue a decree ordering the extension of the agreement with such amendments as are deemed expedient;

WHEREAS it is expedient to approve the attached Decree with amendments;

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

THAT the Decree to amend the Decree respecting the casket industry, attached hereto, be made.

MICHEL NOËL DE TILLY,
Acting Clerk of the Conseil exécutif

Decree to amend the Decree respecting the casket industry*

An Act respecting collective agreement decrees (R.S.Q., c. D-2, s. 8)

1. Section 1.01 of the Decree respecting the casket industry (R.R.Q., 1981, c. D-2, r. 8) is amended:

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 the following paragraph at the end:

“The decree also applies to the manufacture of cinerary urns.”.

3. The following is substituted for section 3.01:

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

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| (a) as of 23 June 1998: | \$11.15; |
| (b) as of 1 September 1998: | \$11.25; |
| (c) as of 1 March 1999: | \$11.35; |
| (d) as of 1 September 1999: | \$11.45. |

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.”.

* The Decree respecting the casket industry (R.R.Q., 1981, c. D-2, r. 8) was last amended by the Regulation made by Order in Council 260-94 dated 16 February 1994 (1994, *G.O.* 2, 1103). For previous amendments, see the “Tableau des modifications et Index sommaire”, Éditeur Officiel du Québec, 1998, updated to 1 March 1998.

4. The following is substituted for section 3.03:

“**3.03.** The employee shall receive as wages at least the minimum hourly wage provided for 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 and to which is added the hourly amount provided for each of the following periods:

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| (a) for the first 6 months: | \$0.20; |
| (b) as of the 7th month: | \$0.35; |
| (c) as of the 10th month: | \$0.60; |
| (d) as of the 13th month: | \$0.85. |

However, no benefit having a pecuniary value shall be considered in computing the minimum hourly 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 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 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 shall not be modified except for circumstances that are uncontrollable 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 or workweek, or his workday or workweek scheduled in accordance with the second paragraph of 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 substituting the following for the second paragraph:

“Moreover, the employee is to 2 and a half paid holidays between 22 December and 4 January. The half-day paid holiday is equal to 4.5 hours or, where the work schedule is determined under the second paragraph of section 5.01, it is 6.5 hours.”.

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 paid vacation of at least 3 continuous weeks.

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

13. Section 7.02 is amended by adding the following paragraph at the end:

“In all the cases, where production requirements permit, the third week of paid annual vacation may be taken consecutive to the first two weeks.”.

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

15. 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”.

16. 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 works at least 12 hours is entitled to three paid rest periods of 12 minutes each.

The employee who works one day under the work schedule established in the second paragraph of section 5.01 shall be entitled to three 12-minute rest periods with pay or to two 18-minute rest periods with pay.”.

17. The following is substituted for section 10.01:

“**10.01.** This Decree shall remain in force until 23 December 1999.”.

18. This Decree comes into force on the day of its publication in the *Gazette officielle du Québec*.

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