

IT IS ORDERED, therefore, upon the recommendation of the Minister of Social Solidarity:

THAT the Regulation to amend the Regulation respecting income security, attached to this Order in Council, be made.

MICHEL NOËL DE TILLY,  
*Clerk of the Conseil exécutif*

## Regulation to amend the Regulation respecting income security\*

An Act respecting income security (R.S.Q., c. S-3.1.1, s. 91, 1st par., subpar. 4 and 2nd par.; 1997, c. 57, s. 58)

1. Section 10.5.1 of the Regulation respecting income security is amended by substituting the amounts “\$65.41”, “\$48.75” and “\$42.50” for the amounts “\$50.41”, “\$33.75” and “\$27.50”.

2. This Regulation comes into force on 1 July 1999.

2899

Gouvernement du Québec

### O.C. 709-99, 16 June 1999

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

#### Furniture industry — Amendments

Decree to amend the Decree respecting the furniture industry

WHEREAS the Government made the Decree respecting the furniture industry (Order in Council n° 1809-83 dated 1 September 1983);

WHEREAS the contracting parties within the meaning of that decree have petitioned the Minister of Labour to make certain changes to that decree;

WHEREAS section 2, 6.1 and 6.2 of the Act respecting collective agreement decrees (R.S.Q., c. D-2) authorize the Government to decree the extension of a collective agreement and to amend an extension decree at the request of the contracting parties by making, where applicable, the amendments that it deems to be opportune;

WHEREAS pursuant to sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1) and sections 5 and 6.1 of the Act respecting collective agreement decrees, the draft of the amendment decree attached hereto was published in Part 2 of the *Gazette officielle du Québec* of 27 January 1999 and, on that same date, in a French language newspaper and an English language newspaper, with a notice that it could be made by the Government at the expiry of the 45-day period following that publication;

WHEREAS it is expedient to make this draft Decree with amendments;

IT IS ORDERED, therefore, upon the recommendation of the Minister of State for Labour and Employment and Minister of Labour:

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

MICHEL NOËL DE TILLY,  
*Clerk of the Conseil exécutif*

## Decree to amend the Decree respecting the furniture industry\*

An Act respecting collective agreement decrees (R.S.Q., c. D-2, s. 2 and 6.1)

1. The first “Whereas” of the Decree respecting the furniture industry is amended by substituting the name “Fraternité nationale des forestiers et travailleurs d’usines (section locale 299)” for the name “Fraternité nationale des charpentiers-menuisiers forestiers travailleurs d’usines”.

\* The Regulation respecting income security, made by Order in Council 922-89 dated 14 June 1989 (1989, *G.O.* 2, 2443), was last amended by the Regulations made by Orders in Council 12-99 dated 13 January 1999 (1999, *G.O.* 2, 86) and 59699 dated 26 May 1999 (1999, *G.O.* 2, 1587). For previous amendments, refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 March 1999.

\* The last amendment to the Decree respecting the furniture industry made by Order in Council n° 1809-83 dated 1 September 1983 (1983, *G.O.* 2, 3370), was made under the regulation made by Order in Council n° 1569-98 dated 16 December 1998 (1998, *G.O.* 2, 4815). For other previous amendments, refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 March 1999.

2. Section 1.01 is amended:

1. by striking subparagraph 4;
2. by adding the following after subparagraph 8.

“9. “workday”: day on which the employee usually works;

10. “layoff”: temporary loss of employment;

11. “dismissal”: permanent loss of employment for economic or technical reasons;

12. “student”: a person who is enrolled in a full-time program of studies offered by an educational establishment and whose term of employment does not exceed 85 workdays per year.”

3. Section 3.01 is amended by striking, in the first paragraph, “, repair, renovation by stripping or otherwise”.

4. Section 3.02 is amended by striking, at the end of subparagraph 4, “, pianos, house organs and harmoniums”.

5. The following is substituted for section 4.01:

“4.01. Employees shall receive at least the following hourly rates:

Duration of continuous service	As of 1999 06 23	As of 2000 01 01
When hired or student	7,20\$	7,40\$;
after 3 months	7,45\$	7,60\$;
after 6 months	7,55\$	7,70\$;
after 12 months	7,75\$	7,90;
after 24 months	8,25\$	8,40\$;
after 36 months	8,75\$	8,90\$.”.

6. Sections 4.03 to 4.05 are revoked.

7. The following is substituted for section 5.01:

“5.01. Notwithstanding any other provision of the Decree, the employer shall pay employees at least 0,20 \$ more than the minimum wage fixed by the Regulation respecting labour standards (R.R.Q., 1981, c. N-1.1, r.3).”.

8. The following is substituted for section 6.01:

“6.01. The standard workweek is 42 hours scheduled over 5 days with a maximum of 8 h 30 per day from Monday to Thursday and 8 hours on Friday.

The duration of the standard workweek shall be gradually reduced to 40 hours by shortening the workweek by one hour on 1 October for each of the years 1999 and 2000 and, consequently, the duration of the standard workday is also reduced to 8 hours.

6.01.1. The working hours of the various shifts shall be scheduled as follows:

1. first shift: between 7:00 a.m. and 6:00 p.m.;
2. second and third shifts: between 2:00 p.m. and 9:00 a.m.

6.01.2. The employer and the employees may agree, by collective agreement or after agreement between the employer and the majority of the employees concerned, on provisions for scheduling shift working hours, the number of hours in the workday and the number of days in the standard workweek that differ from those mentioned in sections 6.01 and 6.01.1.

Such provisions must be more advantageous for employees and must not be for the purpose of avoiding the payment of overtime hours.

The employer must forward to the Parity Committee a copy of the written agreement before implementing the new provisions.

6.01.3. A weekend shift may be established where two weekly shifts have already been established with working hours scheduled from Monday through Friday. The standard workweek of the weekend shift is 36 hours scheduled from Friday through Sunday with a maximum of 12 hours per day.

6.01.4. Where the regular plant production of the employer is continuous and cannot be interrupted, the employer may schedule employee working hours on a basis other than a weekly basis, if he meets the following conditions:

1. the purpose of the schedule is not to avoid the payment of overtime hours;
2. he has obtained the consent of a majority of the employees concerned or where such the case of the accredited association, where allowed by the collective agreement;

3. the schedule has the effect of granting employees a compensation for the loss in payment of overtime hours;

4. the average number of working hours is equivalent to the number of hours mentioned in section 6.01;

5. working hours are scheduled over a maximum period of two weeks;

6. the duration of the workweek does not exceed 48 hours;

7. the duration of the work schedule cannot exceed one year;

8. he previously forwarded before implementing the schedule, a written notice to that effect to the Parity Committee.

A scheduled period may be modified by the employer or renewed by him at its expiry on the same conditions as those mentioned in the first paragraph.”.

9. Section 6.02 is amended:

1. by striking, in the part preceding subparagraph 1, “, from Monday to Friday inclusively,”;

2. by substituting “section 6.01.2” for “paragraph 2 of section 6.01” in subparagraph 1;

3. by substituting the following for subparagraph 2:

“2. in accordance with section 6.01.4; in this case, the premium for overtime hours applies to hours in excess of the number of hours in the workweek established under this section;”;

4. by substituting the words “payment for” for the words “premium for” in subparagraph 3.

10. Section 6.03 is amended by striking paragraph 4.

11. Sections 6.04 and 6.05 are revoked.

12. The following is substituted for section 6.06:

“**6.06.** The employer may, under a collective agreement or an agreement concluded by a majority of the employees concerned and previously forwarded to the parity committee, have work performed by his employees outside the hours of the standard workday or on Saturday and replace the payment of overtime hours by a paid holiday equivalent to the number of overtime hours worked at time and a half and taken during the

Christmas vacation and New Year’s day of the current year.

**6.06.1.** For the purposes of sections 6.06 and 7.08, the employer must, where applicable, establish and maintain an up-to-date register in which he records the overtime hours that have been worked and replaced by a paid holiday under those sections.

The register must be accessible at any reasonable hour for verification by parity committee inspectors.”.

**13.** Section 7.02 is amended by inserting in the first paragraph and after the words “Good Friday” the words “Easter Monday”.

**14.** Section 7.03 is amended in the first paragraph:

1. by substituting the following for the part preceding subparagraph 1:

“**7.03.** To be entitled to the general holidays with pay provided in section 7.02, the employee must be present at the end of his shift on the working day preceding the holiday and at the beginning of his shift on the working day following the holiday. However, the employee who is absent from work on the day preceding or the day immediately following the holiday is entitled to the indemnity for the holiday where his absence is due to:”;

2. by substituting the following for subparagraph 2:

“2. a layoff or a dismissal occurring within the 10 working days before the holiday;”.

**15.** The following is substituted for sections 7.04 and 7.05:

“**7.04.** The indemnity for an employee paid the hourly wage is rate is equal to the wage he would have received for a standard workday paid at his hourly wage rate.

The indemnity for a part-time employee must be equal to his average daily wage earned during the 10 workdays preceding the holiday.

The indemnity for an employee paid the hourly rate and the piece-work rate or the employee paid exclusively the piece-work rate or the employee paid a bonus must be equal to his average daily wage for the days worked during the two weeks preceding the holiday.

**7.05.** The employee entitled to a holiday provided in section 7.02 and who must work on a day governed by that section is paid at time and a half his hourly wage rate. He is also entitled to the indemnity provided in

section 7.04 or to a compensatory holiday of one day at is hourly wage rate, where such is provided under an agreement concluded between the employer and a majority of the employees concerned and a prior written notice was forwarded to the Parity Committee.

Such compensatory holiday to replace the paid holidays mentioned in section 7.02 is taken in the week that precedes or follows the holiday.”.

16. Section 7.07 is amended:

1. by substituting “6.01.1” for “6.01”;
2. by substituting “section 7.02” for “sections 7.01 and 7.02”.

17. The following is substituted for section 7.08:

“**7.08 Holidays not mentioned:** Under a collective agreement or after an agreement between the employer and the employees concerned, it is permitted, after having previously notified the Parity Committee, to celebrate any holiday not mentioned in this section and to recover the hours of work thus lost at the hourly wage rate during one or several days mutually agreed upon during the week preceding or following the holiday, except for holidays mentioned in section 7.02.”

18. Section 10.02.1 is amended in paragraph 3:

1. by substituting “5 years” for “10 years” in the first subparagraph;
2. by striking the second subparagraph.

19. Section 10.02.1 is amended by adding the following:

“**10.02.1.1. Division:** The annual vacation may be divided into two periods at the request of the employee. The employer may refuse the request if he closes his establishment for a period equal to or longer than the annual vacation of the employee.

The holiday may also be divided into more than two periods at the request of the employee with the consent of the employer.

A vacation that is one week or less may not be divided.”.

20. Section 10.02.2 is amended:

1. by striking paragraph 2;

2. by adding the following after paragraph 3:

“4. Where an employee is absent because of illness or an accident or is on maternity leave during the qualifying year and the result of that absence is a reduction in the indemnity for the annual vacation, the employee is entitled to an equivalent indemnity, and where such is the case, to two, three or four times the average weekly wage earned during the period worked.

The employee mentioned in paragraph 1 of 10.02.1 whose annual vacation is less than two weeks is entitled to that amount as a ratio of the days of vacation that he has accumulated.”.

21. Section 10.07 is amended by striking “5 %”.

22. The following is substituted for section 11.01:

“**11.01.** The Decree remains in force until 31 December 2000. It is then automatically renewed from year to year thereafter, unless the group constituting the employer party or the group constituting the employee party opposes it by a written notice sent to the Minister of Labour and the other group during the month of August of the year 2000 or during the month of August of any subsequent year.”.

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

2902

## M.O., 99014

### Order of the Minister for Wildlife and Parks dated 10 June 1999

Act respecting the conservation and development of wildlife  
(R.S.Q., c. C-61.1)

CONCERNING the Regulation respecting hunting

THE MINISTER FOR WILDLIFE AND PARKS,

GIVEN THAT the Regulation respecting hunting (O.C. 1383-89 and subsequent amendments) specifies the number of hunting licences available according to areas or parts thereof per year;

GIVEN THAT under section 54.1 of the Act respecting the conservation and development of wildlife (R.S.Q., c. C-61.1), replaced by section 7 of Chapter 29 of the Acts of 1998, the Minister may, by regulation: