

Gouvernement du Québec

O.C. 1288-2003, 3 December 2003

An Act respecting labour standards
(R.S.Q., c. N-1.1)

Clothing industry

— Labour standards specific to certain sectors

Regulation respecting labour standards specific to certain sectors of the clothing industry

WHEREAS, under section 92.1 of the Act respecting labour standards (R.S.Q., c. N-1.1), the Government may, by regulation, in respect of all employers and employees in certain sectors of the clothing industry, fix labour standards respecting certain matters;

WHEREAS, under section 12 of the Regulations Act (R.S.Q., c. R-18.1), a draft regulation may be made without having been published as provided for in section 8 of the Act where the authority making it is of the opinion that the urgency of the situation requires it;

WHEREAS, under section 18 of the Act, a regulation may come into force between the date of its publication in the *Gazette officielle du Québec* and the date applicable under section 17 of the Act where the authority that has made it is of the opinion that the urgency of the situation requires it;

WHEREAS, under sections 13 and 18 of the Act, the reason justifying the absence of prior publication and such coming into force must be published with the regulation;

WHEREAS the Government is of the opinion that the urgency due to the following circumstance justifies the absence of prior publication and such coming into force:

— the persons concerned are vulnerable and it is important that they benefit, as of 1 January 2004, from specific labour standards as proposed in the Regulation attached to this Order in Council;

WHEREAS it is expedient to make the Regulation;

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

THAT the Regulation respecting labour standards specific to certain sectors of the clothing industry, attached to this Order in Council, be made.

ANDRÉ DICAIRE,
Clerk of the Conseil exécutif

Regulation respecting labour standards specific to certain sectors of the clothing industry

An Act respecting labour standards
(R.S.Q., c. N-1.1, s. 92.1)

DIVISION I

GENERAL

1. This Regulation applies to the employers and employees in the clothing industry who would be subject to one of the following decrees, had they not expired:

(1) the Decree respecting the men's and boys' shirt industry (R.R.Q., 1981, c. D-2, r.11);

(2) the Decree respecting the women's clothing industry (R.R.Q., 1981, c. D-2, r.26);

(3) the Decree respecting the men's clothing industry (R.R.Q., 1981, c. D-2, r.27);

(4) the Decree respecting the leather glove industry (R.R.Q., 1981, c. D-2, r.32).

2. Any provision of Divisions I to VI of Chapter IV of the Act respecting labour standards (R.S.Q., c. N-1.1) that is not inconsistent with a provision of this Regulation applies to the employers and employees referred to in section 1.

DIVISION II

MINIMUM WAGE

3. The minimum wage payable to an employee is \$8.00 per hour.

DIVISION III

STANDARD WORKWEEK

4. For the purpose of computing overtime, the standard workweek of an employee is 39 hours.

DIVISION IV

STATUTORY GENERAL HOLIDAYS WITH PAY

5. The following are statutory general holidays with pay:

(1) 1 January;

(2) 2 January;

(3) Good Friday;

- (4) Easter Monday ;
- (5) the Monday preceding 25 May ;
- (6) 1 July, or 2 July where the 1st falls on a Sunday ;
- (7) the first Monday in September ;
- (8) the second Monday in October ;
- (9) 25 December.

DIVISION V ANNUAL LEAVE WITH PAY

6. An employee who, at the end of a reference year, is credited with less than one year of uninterrupted service with the same employer during that period is entitled to an uninterrupted annual leave for a duration determined at the rate of one working day for each month of uninterrupted service, for a total leave not exceeding two weeks.

7. An employee who, at the end of a reference year, is credited with one year of uninterrupted service with the same employer during that period is entitled to an annual leave of a minimum duration of three weeks, two of which are consecutive weeks.

8. An employee who, at the end of a reference year, is credited with three years of uninterrupted service with the same employer during that period is entitled to an annual leave of a minimum duration of four weeks, three of which are consecutive weeks.

9. The indemnity relating to the annual leave is equal to 4%, 6% or 8% of the employee's gross wages during the reference year, according to whether the employee is entitled to not more than two weeks, at least three weeks or at least four weeks of annual leave.

DIVISION VI LEAVE FOR FAMILY EVENTS

10. An employee may be absent from work for three days, without reduction of wages, by reason of the death or funeral of the employee's spouse, child or the child of the employee's spouse, or of the employee's father, mother, brother or sister. The employee may also be absent from work, without pay, for two additional days on such occasion.

11. An employee may be absent from work for one day, without reduction of wages, by reason of the death or funeral of one of the employee's grandparents, or of the father or mother of the employee's spouse.

12. An employee may be absent from work for one day, without pay, by reason of the death or funeral of a son-in-law, daughter-in-law, one of the employee's grandchildren, or of the brother or sister of the employee's spouse.

DIVISION VII FINAL

13. This Regulation comes into force on 1 January 2004.

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Gouvernement du Québec

O.C. 1289-2003, 3 December 2003

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

Cartage industry, Québec region — Amendment

CONCERNING the Decree to amend the Decree respecting the cartage industry in the Québec region

WHEREAS the Government made the Decree respecting the cartage industry in the Québec region (R.R.Q., 1981, c. D-2, r.7);

WHEREAS the contracting parties within the meaning of the Decree have filed an application with the Minister of Labour so that amendments may be made to the Decree;

WHEREAS sections 2 and 6.1 of the Act respecting collective agreement decrees (R.S.Q., c. D-2) authorize the Government to amend a collective agreement decree;

WHEREAS under 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, a draft Decree of amendments was published in Part 2 of the *Gazette officielle du Québec* of 4 June 2003 and, on the same date, in one French language newspaper and an English language newspaper, on 6 June 2003 in another French language newspaper and on 8 June 2003, in two others French language newspapers, with a notice that it could be made by the Government upon the expiry of 45 days following that publication;

WHEREAS it is expedient to make that draft Decree without amendment;