

- (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.

6054

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;

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

THAT the Decree to amend the Decree respecting the cartage industry in the Québec region, attached hereto, be made.

ANDRÉ DICAIRE,
Clerk of the Conseil exécutif

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

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

I. Section 18.01 of the Decree respecting the cartage industry in the Québec region is replaced by the following:

“**18.01.** The minimum hourly wage rates payable to employees is determined in the following tables, by region and by class of employment, on the dates indicated:

1. (A) **Region 01 (Bas-Saint-Laurent):** municipalities included in the municipalités régionales de comté de Kamouraska, Les Basques, Rimouski-Neigette, Rivière-du-Loup and Témiscouata;

(B) **Region 12 (Chaudière-Appalaches):** municipalities included in the municipalités régionales de comté de Beauce-Sartigan, L’Amiante, L’Islet, La Nouvelle-Beauce, Les Etchemins, Montmagny and Robert-Cliche:

Class of employment	As of 2003-12-17	As of 2004-07-01
1. helper	\$13.82	\$14.24
2. driver, class I	\$14.12	\$14.54
3. driver, class II	\$14.23	\$14.66
4. driver, class III	\$14.83	\$15.28
5. driver, class IV	\$15.40	\$15.86

Class of employment	As of 2003-12-17	As of 2004-07-01
6. mechanic, welder		
1st grade	\$10.93	\$11.26
2nd grade	\$14.84	\$15.29
7. serviceman		
1st grade	\$10.93	\$11.26
2nd grade	\$14.23	\$14.66;

2. **Région 02 (Saguenay–Lac-Saint-Jean):** municipalities included in the municipalités régionales de comté de Lac Saint-Jean-Est, le Domaine-du-Roy, Le Fjord-du-Saguenay and Maria-Chapdelaine:

Class of employment	As of 2003-12-17	As of 2004-07-01
1. helper	\$13.48	\$13.89
2. driver, class I	\$14.73	\$15.17
3. driver, class II	\$14.85	\$15.30
4. driver, class III	\$15.02	\$15.47
5. driver, class IV	\$15.57	\$16.04
6. mechanic, welder		
1st grade	\$10.93	\$11.26
2nd grade	\$15.01	\$15.46
7. serviceman		
1st grade	\$10.93	\$11.26
2nd grade	\$14.43	\$14.86;

3. (A) **Region 03 (Capitale-Nationale):** municipalities included in the Communauté urbaine de Québec as well as the municipalities in the municipalités régionales de comté de L’Île-d’Orléans, La Côte-de-Beaupré, La Jacques-Cartier and Portneuf;

(B) **Region 12 (Chaudière-Appalaches):** municipalities included in the municipalités régionales de comté de Bellechasse, Desjardins, Les Chutes-de-la-Chaudière and Lotbinière:

* The Decree respecting the cartage industry in the Québec region (R.R.Q., 1981, c. D-2, r.7) was last amended by the Regulation made by Order in Council No. 802-2003 dated 16 July 2003 (2003, G.O. 2, 2239). For previous amendments, refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 2003, updated 1 September 2003.

Class of employment	As of 2003-12-17	As of 2004-07-01
1. helper	\$15.30	\$15.75
2. driver, class I	\$15.60	\$16.07
3. driver, class II	\$15.74	\$16.21
4. driver, class III	\$16.32	\$16.80
5. driver, class IV	\$16.88	\$17.39
6. mechanic, welder		
1st grade	\$10.93	\$11.26
2nd grade	\$16.03	\$16.51
7. serviceman		
1st grade	\$10.93	\$11.26
2nd grade	\$15.73	\$16.20.”.

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

6055

Gouvernement du Québec

O.C. 1290-2003, 3 December 2003

An Act respecting labour relations, vocational training and manpower management in the construction industry (R.S.Q., c. R-20)

Commission de la construction du Québec — Levy

Levy Regulation of the Commission de la construction du Québec

WHEREAS under paragraph *c* of section 82 of the Act respecting labour relations, vocational training and manpower management in the construction industry (R.S.Q., c. R-20), the Commission de la construction du Québec may, by way of a regulation approved by the Government and published in the *Gazette officielle du Québec*, levy upon the employer alone or upon both the employer and the employee or upon the employee alone or, as the case may be, upon the independent contractor, the amounts required for its administration and fix a minimum amount which an employer is bound to pay per monthly period;

WHEREAS after consulting with the Joint Committee on Construction in accordance with section 123.3 of the Act, the Commission made the Levy Regulation for the year 2004;

WHEREAS in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), the text of the Levy Regulation for the year 2004 was published in Part 2 of the *Gazette officielle du Québec* of October 1st, 2003 with a notice that it could be approved by the Government upon the expiry of 45 days following that publication;

WHEREAS no comment was received following that publication and there is reason to approve the Regulation without amendment;

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

THAT the Levy Regulation of the Commission de la construction du Québec, attached to this Order in Council, be approved.

ANDRÉ DICAIRE,
Clerk of the Conseil exécutif

Levy Regulation of the Commission de la construction du Québec

An Act respecting labour relations, vocational training and manpower management in the construction industry (R.S.Q., c. R-20, s. 82, 1st par., ss. *c*)

1. The levy imposed by the Commission de la construction du Québec for the year 2004 is:

(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.