

most appropriate measures aimed at minimizing the social impact of games of chance and money and protecting vulnerable persons;

WHEREAS the board is the body responsible for regulating video lottery machines and issuing licences for such machines;

WHEREAS, under section 50.0.1 of the Act respecting lotteries, publicity contests and amusement machines (R.S.Q., c. L-6), the board may, in plenary session, if the public interest so requires, suspend the issue of licences for all or part of the territory of Québec for the period, not exceeding one year, determined by the board;

WHEREAS a suspension measure taken under that section 50.0.1 applies to licence applications filed before the measure becomes effective and in respect of which the board has not made a decision;

WHEREAS a suspension measure may indicate the licence applications that are exempted from its application;

WHEREAS, since 15 March 2002, such a measure suspending the issue of video lottery machine site operator's licences has been taken each year for a period of one year and for all of the territory of Québec, the last measure being effective from 15 March 2004 to 14 March 2005;

WHEREAS a suspension measure must be submitted to the Government for approval and shall take effect on the date of its publication in the *Gazette officielle du Québec* or on any later date specified in the measure;

WHEREAS it is necessary, in order to pursue the desired objectives of preventing and reducing the negative effects associated with games of chance and money and of protecting vulnerable persons, for the board to once again suspend the issue of video lottery machine site operator's licences so as to prevent an increase in gaming availability;

THEREFORE, the board, meeting in plenary session on 11 March 2005, decided to suspend the issue of video lottery machine site operator's licences for a period of one year, calculated from the effective date of this suspension measure, for all of the territory of Québec.

The suspension measure applies to video lottery machine site operator's licence applications received from the date on which the suspension measure becomes effective and to those received before that date and in respect of which the board has not made a decision.

The suspension measure shall not prevent the board from renewing a site operator's licence.

The suspension measure shall not prevent the board from issuing a new site operator's licence in respect of an establishment for which a licence is in force, to the extent that such issuance does not bring together sites or increase the number of sites where video lottery machines are operated, when the new licence is applied for

(1) by reason of the death of the holder of the licence, by the liquidator of the succession, the legatee by particular title or heir of the holder of the licence or by a person designated by them;

(2) by a trustee, a liquidator, a sequestrator or a trustee in bankruptcy who is temporarily administering the establishment;

(3) by reason of the alienation of the establishment, of the leasing or retaking of possession following the exercise of a right to take in payment or the carrying out of a similar agreement; or

(4) by the holder if the holder is required to rearrange or change the site being operated under the liquor permit to which the licence is attached.

FRANÇOIS CÔTÉ,
Secretary of the board

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Gouvernement du Québec

O.C. 315-2005, 6 April 2005

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

Pay equity in enterprises where there are no predominantly male job classes

Regulation respecting pay equity in enterprises where there are no predominantly male job classes

WHEREAS, under subparagraphs 1 and 2 of the first paragraph of section 114 of the Pay Equity Act (R.S.Q., c. E-12.001), the Commission de l'équité salariale may make regulations

(1) for the purposes of the determination of adjustments in compensation in an enterprise employing fewer than 50 employees where there are no predominantly

male job classes, determining typical job classes on the basis of job classes identified in enterprises in which adjustments in compensation have already been determined and prescribing standards or weighting factors to be applied to the valuation of differences in compensation between such job classes, with due regard, in particular, for the characteristics of enterprises whose job classes are to be so compared;

(2) for the purposes of the establishment of a pay equity plan in an enterprise where there are no predominantly male job classes, determining typical job classes on the basis of job classes identified in enterprises, in which a pay equity plan has already been completed, prescribing methods to be used to determine the value of those job classes and to value the differences in compensation between the typical job classes and the job classes in an enterprise and prescribing standards or weighting factors to be applied to such differences, with due regard, in particular, for the characteristics of enterprises whose job classes are to be so compared;

WHEREAS, under the second paragraph of section 114, regulations of the Commission are subject to the approval of the Government and may be amended by the Government upon approval;

WHEREAS, under the last paragraph of section 114, 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 section 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 September 2004 with a notice that, after examination by the appropriate committee of the National Assembly, the Regulation could be approved by the Government, with or without amendments, on the expiry of 45 days following that publication;

WHEREAS that 45-day period has expired;

WHEREAS the Committee on Labour and the Economy examined the Regulation and the proposed amendments on 24 November 2004;

WHEREAS it is expedient to approve the Regulation as amended;

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

THAT the Regulation respecting pay equity in enterprises where there are no predominantly male job classes, attached to this Order in Council, be approved.

ANDRÉ DICAIRE,
Clerk of the Conseil exécutif

Regulation respecting pay equity in enterprises where there are no predominantly male job classes

Pay Equity Act
(R.S.Q., c. E-12.001, ss. 13 and 114, 1st par., subpars. 1 and 2)

DIVISION I IDENTIFICATION OF TYPICAL JOB CLASSES

1. For the purpose of identifying predominantly male job classes in an enterprise subject to the Act where there are no predominantly male job classes, the pay equity committee, or the employer in the absence of a pay equity committee and during the time there is no such committee in place, must use the following typical job classes:

| Typical job classes | Job description |
|---------------------|-----------------|
| Foreman/woman | Schedule I |
| Maintenance worker | Schedule II |

DIVISION II REMUNERATION OF TYPICAL JOB CLASSES

2. The pay equity committee, or the employer in the absence of a pay equity committee, must determine the hourly rate of pay that would be paid for each job class identified under section 1 on the basis of the job descriptions set out in Schedules I and II if there were such job classes in the enterprise. To that end, the pay equity committee, or the employer in the absence of a pay equity committee, must consider the following factors: the sector of activity, the size of the enterprise, and the region in which the enterprise operates.

3. In determining the hourly rates of pay, the pay equity committee, or the employer in the absence of a pay equity committee, must comply with the following standards:

(1) the hourly rate of pay assigned to each job class identified under section 1 must not be less than the minimum hourly wage rate determined by regulation of the Government under section 40 of the Labour Standards Act (R.S.Q., c. N-1.1); and

(2) the hourly rate of pay assigned to the maintenance worker job class must be equal to 60% of the hourly rate of pay assigned to the foreman/woman job class.

4. For the purposes of the valuation of differences in compensation, the flexible pay referred to in section 65 of the Act or the value of a benefit having pecuniary value referred to in section 66 of the Act must be added to the hourly rate of pay assigned pursuant to sections 2 and 3 where

(1) the flexible pay or the benefit having pecuniary value is currently available in the enterprise; and

(2) if the relevant job class existed in the enterprise it would in all likelihood be eligible for the flexible pay or the benefit having pecuniary value.

DIVISION III IMPLEMENTATION OF PAY EQUITY

5. Once the pay equity committee, or the employer in the absence of a pay equity committee, has assigned an hourly rate of pay to each job class pursuant to sections 2 and 3, the employer must implement pay equity as provided in the Act.

6. This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.

SCHEDULE I

JOB DESCRIPTION

Title: Foreman/woman

Similar job titles: manager
team leader
supervisor
coordinator

Descriptive summary:

Under the authority of a manager, organize, coordinate and supervise the activities and the work of the personnel in a department, an administrative or production work unit, or other unit.

Characteristic duties and responsibilities:

1. Organize, coordinate and supervise the department's activities. Assign tasks;

2. Establish methods to meet work schedules and coordinate joint work activities with other departments;

3. Resolve work problems and recommend measures to improve productivity, quality or other performance measurements;

4. Recommend personnel actions such as hiring and promotions and provide training.

Qualifications, job conditions and job demands:

For the purposes of assigning an hourly rate of pay and determining the value of the job class, the characteristic duties and responsibilities must be assessed on the basis of the conditions under which the work would be performed, the qualifications that would be required to hold such a position in the enterprise, and the demands of the job. The assessment of those factors must reflect the organizational practices of the enterprise and its way of doing business.

SCHEDULE II

JOB DESCRIPTION

Job title: Maintenance worker

Similar job titles: caretaker
handyman/woman
labourer

Descriptive summary:

Perform general carpentry, painting, plumbing, electrical and other maintenance work that is not required to be performed by a specialized worker.

Characteristic duties and responsibilities:

1. Make minor routine repairs to facilities, hardware, furniture, and other repairs;

2. Inspect premises to ensure proper functioning of lighting, heating, ventilation or other systems and make simple adjustments;

3. Maintain public areas (hallways, stairs, washrooms, or other areas), carrying out cleaning tasks such as sweeping, waxing and other tasks;

4. Maintain outdoor areas, performing such duties as lawn mowing and snow removal.

Qualifications, job conditions and job demands :

For the purposes of assigning an hourly rate of pay and determining the value of the job class, the characteristic duties and responsibilities must be assessed on the basis of the conditions under which the work would be performed, the qualifications that would be required to hold such a position in the enterprise, and the demands of the job. The assessment of those factors must reflect the organizational practices of the enterprise and its way of doing business.

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M.O., 2005

Order number 2005-005 of the Minister of Health and Social Services for the designation of a breast cancer detection centre dated 7 April 2005

Health Insurance Act
(R.S.Q., c. A-29)

THE MINISTER OF HEALTH AND SOCIAL SERVICES,

CONSIDERING subparagraph *b.3* of the first paragraph of section 69 of the Health Insurance Act (R.S.Q., c. A-29);

CONSIDERING subparagraph *ii* of paragraph *o* of section 22 of the Regulation respecting the application of the Health Insurance Act (R.R.Q., 1981, c. A-29, r.1);

ORDERS AS FOLLOWS :

The following breast cancer detection centre is designated for the Mauricie et du Centre-du-Québec region :

“Centre de santé et de services sociaux
de la Saint-Maurice
885, boulevard Ducharme
La Tuque (Québec)
G9X 3C1”.

Québec, 7 April 2005

PHILIPPE COUILLARD,
Minister of Health and Social Services

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