Draft Regulations

<mark>Draft Decree</mark>

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

Building service employees – Montréal — Amendments

Notice is hereby given, under section 5 of the Act respecting collective agreement decrees (R.S.Q., c. D-2), that the Minister of Labour has received a petition from the contracting parties to amend the Decree respecting building service employees in the Montréal region (R.R.Q., 1981, c. D-2, r.39) and that, under sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), the Decree to amend the respecting building service employees in the Montréal region, the text of which appears below, may be made by the Government upon the expiry of 45 days following this publication.

The Draft Decree aims to amend the Decree respecting building service employees in the Montréal region to increase the wages of employees and of crew leaders, to establish a group registered retirement savings plan and to update or clarify certain provisions as well as the term of the Decree.

To do so, Draft Decree proposes to increase wages for the three classes of employees on 1 June 2006, 2007, 2008, 2009 and 2010, to increase the crew leader's premium to at least two percent of his hourly rate. It also proposes, as of 1 June 2009, the establishment of a group registered retirement savings plan in which the employer's contribution will be $0.05 and an additional $0.05 as at 1 June 2010, and requiring that the employer enter that contribution on the pay slip. It also provides that an employee will be entitled to a rest period with pay as soon as he has worked three hours. In addition, the Draft Regulation stipulates that the washing or cleaning of carpets constitutes Class "A" work and that an employee is considered to be at work during the preparation of material required for the work. It stipulates that an employee may be absent for an examination related to her pregnancy carried out by a midwife. Finally, the Draft Decree proposes to extend the Decree respecting building service employees in the Montréal region to 1 June 2010 and to update its automatic renewal clause.

During the consultation period, the impact of the amendments sought will be clarified. According to the 2004 annual report of The Parity Committee for the Building Services, Montréal Region, the Decree governs 891 employers, and 10,342 employees.

Further information may be obtained by contacting Ms. Julie Massé, Direction des politiques, de la construction et des décrets, ministère du Travail, 200, chemin Sainte-Foy, 7ᵉ étage, Québec (Québec) G1R 5S1; telephone: 418 643-1432; fax: 418 643-3514; e-mail: julie.masse@travail.gouv.qc.ca

Any interested person with comments to make is asked to send them in writing, before the expiry of the 45-day period, to the Deputy Minister of Labour, 200, chemin Sainte-Foy, 6ᵉ étage, Québec (Québec) G1R 5S1.

JEAN-PAUL BEAULIEU,
Deputy Minister of Labour

Decree to amend the Decree respecting building service employees in the Montréal region [*]

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

1. The Decree respecting building service employees in the Montréal region is amended in section 1.01 by inserting "washing or cleaning carpets," after "treating floors," in paragraph *d*.

2. Section 3.06 is amended by adding the following paragraph at the end:

"An employee is considered to be at work during the preparation of material required for the work.".

3. Section 4.03 is amended by substituting the words "three hours or more" for the words "more than three hours" in the first paragraph.

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[*] The Decree respecting building service employees in the Montréal region (R.R.Q., 1981, c. D-2, r.39) was last amended by the Regulation made by Order in Council No. 736-2005 dated 9 August 2005 (2005, *G.O.* 2, 3444). For previous amendments, please refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 2005, updated to 1 September 2005.

4. The following is substituted for section 6.01 :

"**6.01.** The employee receives at least the following hourly wage :

(1) *(a)* Class A :　　$13.55 ;

(b) Class B :　　$13.15 ;

(c) Class C :　　$14.05 ;

(2) as of 1 June 2006 :

(a) Class A :　　$13.95 ;

(b) Class B :　　$13.55 ;

(c) Class C :　　$14.45 ;

(3) as of 1 June 2007 :

(a) Class A :　　$14.30 ;

(b) Class B :　　$13.90 ;

(c) Class C :　　$14.80 ;

(4) as of 1 June 2008 :

(a) Class A :　　$14.65 ;

(b) Class B :　　$14.25 ;

(c) Class C :　　$15.15 ;

(5) as of 1 June 2009 :

(a) Class A :　　$15.00 ;

(b) Class B :　　$14.60 ;

(c) Class C :　　$15.50 ;

(6) as of 1 June 2010 :

(a) Class A :　　$15.35 ;

(b) Class B :　　$14.95 ;

(c) Class C :　　$15.85.".

5. Section 6.02 is amended by substituting "a minimum premium of 2% of the hourly wage" for "0,25 $ per hour".

6. The Decree is amended by inserting the following division after section 6.04 :

"**DIVISION 6.100**
GROUP REGISTERED RETIREMENT SAVINGS PLAN

6.101. Effective 1 June 2009, a group registered retirement savings plan is established and administered by the Parity Committee.

6.102. The employer's contribution to the plan is $0.05 per hour paid to the employee as of 1 June 2009 and $0.10 per hour paid as of 1 June 2010.

6.103. The employer must send to the Parity Committee, no later than the 15th day of each month, his contribution to the plan for the preceding month.".

7. Section 9.07 is amended by striking out "in accordance with the Act related to the practice of midwifery within the framework of pilot projects (R.S.Q., c. P-16.1).".

8. Section 10.02 is amended by adding the following after paragraph 15 :

"(16) as of 1 June 2009, the employer's contribution to the group registered retirement savings plan during the period and the total contribution during the calendar year.".

9. Section 14.01 is amended :

(1) by substituting "1 June 2010" for "31 May 2005" ;

(2) by substituting the number "2009" for the number "2004".

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

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