

## Regulations and other Acts

### M.O., 2011

#### **Order number 2011-01 of the Minister of Transport dated 27 January 2011 to amend the Order of the Minister of Transport dated 22 May 1990 respecting the approval of weigh scales\***

Highway Safety Code  
(R.S.Q., c. C-24.2)

THE MINISTER OF TRANSPORT,

CONSIDERING section 467 of the Highway Safety Code (R.S.Q., c. C-24.2), which provides that the axle load and the total loaded mass of a road vehicle or combination of road vehicles are determined by means of devices designed for that purpose, approved by the Minister of Transport and used in the manner the Minister determines.

ORDERS AS FOLLOWS:

1. Schedule I.1 to the Order of the Minister of Transport dated 22 May 1990 respecting the approval of weigh scales is amended by inserting “Ville-Marie: 85025-101-Nord” after “Saguenay: 94050-175-Nord”.

2. Schedule II is amended by striking out “Ville-Marie: 85025-101-Nord”.

3. Schedule III is amended by inserting “Laterrière: 94068-175-Sud” after “Deauville: 43035-112-Est”, “Lochaber: 80060-050-Est” after “Lochaber: 80055-148-Ouest”, and “Stoneham: 22035-175-Nord” after “Saint-Nicolas: 25213-020-Ouest”.

4. This Order takes effect on the date of its signature.

SAM HAMAD,  
*Minister of Transport*

1293

### M.O., 2011

#### **Order number AM 2011-001 of the Minister of Labour dated 26 January 2011**

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

CONCERNING the Regulation respecting the report on pay equity

THE MINISTER OF LABOUR,

CONSIDERING section 4 of the Pay Equity Act (R.S.Q., c. E-12.001) which provides that the Minister of Labour makes a regulation to determine the cases in which and the conditions subject to which an employer must submit a report on the implementation of the Pay Equity Act in the employer’s enterprise;

CONSIDERING that, in accordance with what is provided in that section, the Commission de l’équité salariale and the partners advisory committee were consulted before such a regulation was made;

CONSIDERING that, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), a draft of the Regulation respecting the report on pay equity was published in Part 2 of the *Gazette officielle du Québec* of 27 October 2010 with a notice that it could be made by Minister’s Order on the expiry of 45 days following that publication;

CONSIDERING that the 45-day period has expired;

CONSIDERING that it is expedient to make the Regulation without amendment;

ORDERS AS FOLLOWS:

The Regulation respecting the report on pay equity, attached to this Order, is hereby made.

Québec, 26 January 2011

LISE THÉRIAULT,  
*Minister of Labour*

\* The Order of the Minister of Transport dated 22 May 1990 respecting weigh scales, made by M.O. 90-05-22 dated 22 May 1990 (1990, *G.O.* 2, 1423), was last amended by M.O. 2010-09 dated 7 July 2010 (2010, *G.O.* 2, 2259). For previous amendments, refer to the *Tableau des modifications et Index sommaire*, Québec Official Publisher, 2010, updated to 1 October 2010.

## Regulation respecting the report on pay equity

Pay Equity Act  
(R.S.Q., c. E-12.001, s. 4)

**1.** The following employers are subject to the obligation to submit a report on pay equity:

(1) an employer registered under the Act respecting the legal publicity of sole proprietorships, partnerships and legal persons (R.S.Q., c. P-45) which, under that Act, is subject to the obligation to file an annual declaration for the current year and declared 6 employees or more in its previous annual declaration or in any other document standing in lieu of the last annual updating under that Act;

(2) the Conseil du trésor, as an employer deemed to be the employer in the public service enterprise and the parapublic sector enterprise under section 3 of the Pay Equity Act (R.S.Q., c. E-12.001);

(3) an employer registered in the central database of public bodies and corporations provided for by Order in Council 1870-93 dated 15 December 1993, except if the employer is in the public service enterprise or the parapublic sector enterprise;

(4) a group of employers recognized as the employer of a single enterprise by the Commission de l'équité salariale pursuant to section 12.1 of the Pay Equity Act;

(5) any employer registered under the Act respecting the legal publicity of sole proprietorships, partnerships and legal persons which, not having 6 employees or more or being exempt from the obligation to file an annual declaration, has already submitted a report on pay equity in which the employer declared that it was subject to the Pay Equity Act.

In this Regulation,

(1) "report on pay equity" means an employer's report on the implementation of the Pay Equity Act in the employer's enterprise, provided for in the second paragraph of section 4 of the Pay Equity Act;

(2) "annual declaration" means the declaration provided for in section 26 of the Act respecting the legal publicity of sole proprietorships, partnerships and legal persons.

**2.** An employer referred to in subparagraph 1 or 5 of the first paragraph of section 1 is to submit a report on pay equity during the period applicable to the employer

for filing an annual declaration, provided for in section 24 of the Regulation respecting the application of the Act respecting the legal publicity of sole proprietorships, partnerships and legal persons (R.R.Q., c. P-45, r. 1).

**3.** An employer referred to in paragraph 2, 3 or 4 of the first paragraph of section 1 is to submit its report on pay equity within 6 months of 1 March of each year.

**4.** The report on pay equity is submitted using the form prescribed by the Minister of Labour and includes an attestation to the accuracy of the information provided.

In addition to useful identification information, the report on pay equity contains the information required to determine whether the employer is subject to the Pay Equity Act and, where applicable, within what time limit the employer must complete any pay equity plan, determine compensation adjustments or conduct a pay equity audit. The report on pay equity of an employer required to submit it also contains

(1) the enterprise's sector of activity;

(2) an indication of whether all the pay equity plans or compensation adjustments required in the enterprise have actually been completed or determined and, if such is the case, the date of the last posting attesting to it; and

(3) an indication of whether all the pay equity audits required in the enterprise have actually been conducted and, if such is the case, the date of the last posting attesting to it.

**5.** This Regulation comes into force on 1 March 2011.

1292