

Gouvernement du Québec

**O.C. 1284-2011**, 7 December 2011

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

**Automotive services industry – Arthabaska,  
Granby, Sherbrooke and Thetford Mines  
— Amendment**

Decree to amend the Decree respecting the automotive services industry in the Arthabaska, Granby, Sherbrooke and Thetford Mines regions

WHEREAS, under section 2 of the Act respecting collective agreement decrees (R.S.Q., c. D-2), the Government made the Decree respecting the automotive services industry in the Arthabaska, Granby, Sherbrooke and Thetford Mines regions (c. D-2, r. 6);

WHEREAS, under section 6.1 of the Act, the contracting parties designated in the Decree have applied to the Minister of Labour for amendments to be made to the Decree;

WHEREAS sections 2 and 6.1 of the Act authorize the Government to amend a collective agreement decree;

WHEREAS, under section 7 of the Act, notwithstanding section 17 of the Regulations Act (R.S.Q., c. R-18.1), a decree comes into force on the day of its publication in the *Gazette officielle du Québec* or on any later date fixed therein;

WHEREAS, in accordance with sections 10 and 11 of the Regulations Act and sections 5 and 6.1 of the Act respecting collective agreement decrees, a draft amending decree was published in Part 2 of the *Gazette officielle du Québec* of 18 May 2011 and, on the same date, in a French language newspaper and in an English language newspaper, with a notice that it could be made by the Government on the expiry of 45 days following that publication;

WHEREAS no comments have been received with respect to the draft Decree;

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

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

THAT the Decree to amend the Decree respecting the automotive services industry in the Arthabaska, Granby, Sherbrooke and Thetford Mines regions, attached hereto, be made.

GILLES PAQUIN,  
*Clerk of the Conseil exécutif*

**Decree to amend the Decree respecting  
the automotive services industry in the  
Arthabaska, Granby, Sherbrooke and  
Thetford Mines regions**

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

**1.** The Decree respecting the automotive services industry in the Arthabaska, Granby, Sherbrooke and Thetford Mines regions (c. D-2, r. 6) is amended by inserting the following after section 3.02:

“**3.02.1.** An employee may refuse to work

(1) more than 4 hours after regular daily working hours or more than 14 working hours per 24-hour period, whichever period is the shortest;

(2) more than 12 working hours per 24-hour period if the employee’s daily working hours are flexible or non-consecutive; or

(3) more than 50 working hours per week.”.

**2.** Section 6.02 is replaced by the following:

“**6.02.** To be entitled to a statutory general holiday provided for in section 6.01, an employee must not have been absent from work without the employer’s authorization or without valid cause on the first working day of the employee’s work schedule preceding or following the holiday.”.

**3.** Section 7.11 is amended by inserting “or paternity” in the first paragraph after “maternity”.

**4.** The following section is added after section 7.12:

“**7.13.** No employer may reduce the annual leave of an employee or change the way the indemnity pertaining to it is computed, in comparison with what is granted to other employees performing the same tasks in the same establishment, for the sole reason that the employee usually works less hours each week.”.

**5.** The following sections are added after section 8.05:

**“8.06.** An employee may be absent from work, without pay, for 10 days per year to fulfil obligations relating to the custody, health or education of the employee’s child or the child of the employee’s spouse, or because of the state of health of the employee’s spouse, father, mother, brother, sister or one of the employee’s grandparents.

The leave may be divided into days. A day may also be divided if the employer consents thereto.

The employee must advise the employer of his or her absence as soon as possible and take the reasonable steps within his or her power to limit the leave and its duration.

**8.07.** In accordance with the provisions of the Act respecting labour standards (R.S.Q., c. N-1.1), an employee may be absent from work

(1) if the employee must stay with the employee’s child, spouse, the child of the employee’s spouse, the employee’s father, mother, the spouse of the employee’s father or mother, the employee’s brother, sister or one of the employee’s grandparents because of a serious illness or a serious accident;

(2) if the employee’s minor child has a serious and potentially mortal illness;

(3) if the employee must stay with the employee’s minor child who suffered serious bodily injury during or as a direct result of a criminal offence that renders the child unable to carry on regular activities;

(4) if the employee’s minor child has disappeared;

(5) if the employee’s spouse or child commits suicide; or

(6) if the death of the employee’s spouse or child occurs during or as a direct result of a criminal offence.

**8.08.** In accordance with the provisions of the Act respecting labour standards, a pregnant employee is entitled to a maternity leave, an employee is entitled to a paternity leave and the father and the mother of a newborn child, and a person who adopts a child, are entitled to parental leave.

An employee may also be absent from work without pay for a medical examination related to her pregnancy or for an examination related to her pregnancy carried out by a midwife.”

**6.** Section 9.01 is replaced by the following:

**“9.01.** The minimum hourly wage rates are as follows:

Trades	As of 14 December 2011	As of 1 January 2012	As of 1 January 2013	As of 1 January 2014
<b>1. Apprentice:</b>				
1st year	\$11.14	\$11.47	\$11.81	\$12.11
2nd year	\$12.14	\$12.50	\$12.88	\$13.21
3rd year	\$13.11	\$13.50	\$13.91	\$14.26
4th year	\$13.77	\$14.18	\$14.61	\$14.98
<b>2. Journeyman:</b>				
A	\$20.12	\$20.72	\$21.35	\$21.89
B	\$17.37	\$17.89	\$18.43	\$18.89
C	\$15.73	\$16.20	\$16.69	\$17.11
<b>3. Parts Clerk:</b>				
1st year	\$10.73	\$11.05	\$11.38	\$11.67
2nd year	\$11.41	\$11.75	\$12.10	\$12.41
3rd year	\$12.17	\$12.54	\$12.91	\$13.24
4th year	\$12.84	\$13.23	\$13.62	\$13.96
A	\$14.80	\$15.24	\$15.70	\$16.10
B	\$14.35	\$14.78	\$15.22	\$15.60
C	\$13.55	\$13.96	\$14.38	\$14.74

Trades	As of 14 December 2011	As of 1 January 2012	As of 1 January 2013	As of 1 January 2014
<b>4. Messenger:</b>	\$10.07	\$10.37	\$10.68	\$10.95
<b>5. Dismantler:</b>				
1st grade	\$10.55	\$10.87	\$11.19	\$11.47
2nd grade	\$11.23	\$11.57	\$11.91	\$12.21
3rd grade	\$11.90	\$12.26	\$12.62	\$12.94
<b>6. Washer:</b>	\$10.15	\$10.45	\$10.76	\$11.03
<b>7. Semiskilled Worker:</b>				
1st grade	\$10.55	\$10.87	\$11.19	\$11.47
2nd grade	\$11.23	\$11.57	\$11.91	\$12.21
3rd grade	\$11.90	\$12.26	\$12.62	\$12.94
4th grade	\$12.99	\$13.38	\$13.78	\$14.13
<b>8. Vendor of tires and wheels:</b>				
1st grade	\$10.73	\$11.05	\$11.38	\$11.67
2nd grade	\$11.41	\$11.75	\$12.10	\$12.41
3rd grade	\$12.17	\$12.54	\$12.91	\$13.24
4th grade	\$12.84	\$13.23	\$13.62	\$13.96
5th grade	\$13.55	\$13.96	\$14.38	\$14.74
6th grade	\$14.35	\$14.78	\$15.22	\$15.60
7th grade	\$14.80	\$15.24	\$15.70	\$16.10
<b>9. Pump Attendant:</b>	\$9.75	\$10.04	\$10.34	\$10.60
<b>10. Serviceman:</b>				
1st grade	\$10.55	\$10.87	\$11.20	\$11.48
2nd grade	\$11.23	\$11.57	\$11.92	\$12.22
3rd grade	\$11.90	\$12.26	\$12.63	\$12.95
4th grade	\$12.59	\$12.97	\$13.36	\$13.70
5th grade	\$13.61	\$14.02	\$14.44	\$14.81
6th grade	\$14.76	\$15.20	\$15.66	\$16.06
<b>11. Suspension Specialist:</b>				
1st grade	\$11.14	\$11.47	\$11.82	\$12.12
2nd grade	\$12.14	\$12.50	\$12.88	\$13.21
3rd grade	\$13.11	\$13.50	\$13.91	\$14.26
4th grade	\$13.77	\$14.18	\$14.61	\$14.98
5th grade	\$14.46	\$14.89	\$15.34	\$15.73
6th grade	\$15.33	\$15.79	\$16.26	\$16.67
7th grade	\$16.32	\$16.81	\$17.31	\$17.75
<b>12. Parts Assembler:</b>				
1st grade	\$10.55	\$10.87	\$11.19	\$11.47
2nd grade	\$11.23	\$11.57	\$11.91	\$12.21
3rd grade	\$11.90	\$12.26	\$12.62	\$12.94
4th grade	\$12.59	\$12.97	\$13.36	\$13.70
5th grade	\$13.61	\$14.02	\$14.44	\$14.81
6th grade	\$14.76	\$15.20	\$15.66	\$16.06
7th grade	\$16.32	\$16.81	\$17.31	\$17.75

**9.01.1.** The minimum wage provided for in the Regulation respecting labour standards (c. N-1.1, r. 3), increased by \$0.25, applies as soon as it exceeds one of the minimum hourly wage rates provided for in section 9.01.

**9.01.2.** No employer may remunerate an employee at a lower rate of wage than that granted to other employees performing the same tasks in the same establishment for the sole reason that the employee usually works less hours each week.”.

**7.** Section 9.11 is revoked.

**8.** Section 12.01 is amended by striking out “brakes specialist,” after “as”.

**9.** Section 12.02 is replaced by the following:

“**12.02.** As of 14 December 2011, the parity committee ceases to issue cards as a brakes, chassis or differential specialist. For the holders of cards issued before that date, the advancement in step is maintained and the minimum hourly wage rate is that provided for a suspension specialist.”.

**10.** Section 14.01 is amended

(1) by replacing “12 September 2010” by “1 January 2015”;

(2) by replacing “2001” by “2014”.

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