3. Parts Clerk:				
1st year	\$10.73	\$11.00	\$11.27	\$11.56
2nd year	\$11.41	\$11.70	\$11.99	\$12.29
3rd year	\$12.17	\$12.47	\$12.79	\$13.11
4th year	\$12.84	\$13.16	\$13.49	\$13.83
5th year	\$13.55	\$13.89	\$14.24	\$14.59
6th year	\$14.35	\$14.71	\$15.08	\$15.45
7th year	\$14.80	\$15.17	\$15.55	\$15.94
8th year	\$15.20	\$15.58	\$15.97	\$16.37
4. Messenger:	\$10.01	\$10.26	\$10.52	\$10.78
5. Dismantler:				
1st year	\$10.34	\$10.60	\$10.86	\$11.14
2nd year	\$10.98	\$11.25	\$11.54	\$11.82
3rd year	\$11.95	\$12.25	\$12.55	\$12.87
4th year	\$12.92	\$13.24	\$13.57	\$13.91
6. Washer:	\$9.69	\$9.93	\$10.18	\$10.44
7. Semiskilled Worker:	;			
1st year	\$10.98	\$11.25	\$11.54	\$11.82
2nd year	\$11.65	\$11.94	\$12.24	\$12.55
3rd year	\$12.92	\$13.24	\$13.57	\$13.91
8. Pump Attendant:	\$9.75	\$9.99	\$10.24	\$10.50
9. Service Attendant:				
1st year	\$9.92	\$10.17	\$10.42	\$10.68
2nd year	\$11.17	\$11.45	\$11.74	\$12.03
3rd year	\$11.95	\$12.25	\$12.55	\$12.87
4th year	\$13.05	\$13.38	\$13.71	\$14.05.".

19. Section 10.07 is replaced by the following:

"10.07. No employer may make deductions from wages unless the employer is required to do so pursuant to an Act, a regulation, a court order, a collective agreement, an order or decree or a mandatory supplemental pension plan.

The employer may make deductions from wages if the employee consents thereto in writing, for a specific purpose mentioned in the writing.

The employee may at any time revoke that authorization, except where it pertains to membership in a group insurance plan, or a supplemental pension plan.

The employer shall remit, within 30 days, the sums so withheld to their intended receiver.".

20. Section 10.08 is amended by adding the following after the first paragraph:

"The employer may not impose an arrangement to share gratuities or a tip-sharing arrangement among employees. Nor may the employer intervene, in any manner whatsoever, in the establishment of an arrangement to share gratuities or a tip-sharing arrangement. Such an arrangement must result solely from the free and voluntary consent of the employees entitled to gratuities or tips.".

21. The following is added after section 10.11:

- "10.12. An employer is required to reimburse an employee for reasonable expenses incurred where, at the request of the employer, the employee must travel or undergo training.".
- **22.** Section 13.01 is amended by replacing "2001", wherever it appears, by "2014".
- **23.** This Decree comes into force on the date of its publication in the *Gazette officielle du Québec*.

1418

M.O., 2011

Order number AM 2011-014 of the Minister of Natural Resources and Wildlife and the Minister for Natural Resources and Wildlife

CONCERNING the delimitation of areas on lands in the domain of the State in view of increased utilization of wildlife resources of the lake Duguay located on the territory of the municipality of Notre-Damede-Pontmain, in the MRC d'Antoine-Labelle

THE MINISTER OF NATURAL RESOURCES AND WILD-LIFE AND THE MINISTER FOR NATURAL RESOURCES AND WILDLIFE

CONSIDERING the first paragraph of section 85 of the Act respecting the conservation and development of wildlife (R.S.Q., c. C61.1), the Minister may delimit areas on lands in the domain of the State in view of increased utilization of wildlife resources and secondarily, the practice of recreational activities;

CONSIDERING that it is expedient to delimit the areas on lands in the domain of the State specified in appendix attached to this Order in view of increased utilization of wildlife resources and secondarily, the practice of recreational activities;

ORDER THAT:

The areas on lands in the domain of the State specified in appendix attached to this Order are delimited in view of increased utilization of wildlife resources and secondarily, the practice of recreational activities;

This Order comes into force on the day of its publication in the *Gazette officielle du Québec*.

Québec, 14 April 2011

SERGE SIMARD, Minister for Natural Resources and Wildlife

NATHALIE NORMANDEAU, Minister of Natural Resources and Wildlife

