

11.5. During work above or near water, life buoys with an outside diameter of 762 mm must be placed and spread out over the entire length of the site where work is performed, at a maximum linear distance of 60 m between life buoys. The life buoys must be approved by Transport Canada or by a body recognized by Transport Canada, as evidenced by the tag or approval stamp affixed to each of them.

11.6. A sound alarm system intended to start rescue operations must be present on the work sites.”.

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

102187

M.O. 2015

Order of the Minister of Education, Higher Education and Research

General and Vocational Colleges Act
(chapter C-29)

CONCERNING the Regulation to amend the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges

THE MINISTER OF EDUCATION, HIGHER EDUCATION
AND RESEARCH,

WHEREAS in and by section 18.1 of the General and Vocational Colleges Act (chapter C-29);

WHEREAS the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges was made by the Minister's Order dated 17 June 2005 approved by the Conseil du trésor on 21 June 2005 (C.T. 202574) and as amended;

WHEREAS it is expedient to amend the current Regulation and to make the Regulation attached hereto;

WHEREAS, pursuant to section 18.1 of the General and Vocational Colleges Act, the Conseil du trésor has given its authorization;

WHEREAS the Regulations Act (chapter R-18.1) does not apply to such a Regulation;

ORDERS THAT:

The Regulation to amend the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges, herewith attached, be made.

FRANÇOIS BLAIS,
*The Minister of Education,
Higher Education and Research*

Regulation to amend the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges¹

General and Vocational Colleges Act
(chapter C-29, s. 18.1)

1. Section 1 of the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges is amended as follows:

1° by replacing the definition of "senior staff" with the following:

""senior staff member"": means a director, a coordinator or a manager hired by a college and covered by this Regulation and a senior executive who, in accordance with the Regulation respecting certain conditions of employment of senior executives of general and vocational colleges, is designated as supernumerary senior staff as defined in this Regulation;"

2° by adding, in alphabetical order, the following definition:

""supernumerary senior staff"": a senior staff member whose appointment is not renewed or cancelled or whose position is abolished and is not assigned to another senior staff position or to a position in another category of personnel as provided for in section 200;"

3° by replacing the definition of "appointment" with the following:

""appointment"": means the assignment by the college of a person to occupy a senior staff position;"

4° by deleting the definition of "non-renewal of engagement";

5° by adding, in alphabetical order, the following definition:

"salary": remuneration to which a senior staff member is entitled under Division I and Division IV of Chapter IV, excluding any premium, allowance, indemnity, additional remuneration, performance bonus, lump sum or salary increase paid in lieu of fringe benefits".

2. Section 2 of the Regulation is amended by deleting the second paragraph.

3. Section 5 of the Regulation is amended by adding, at the end, the following paragraph:

"The committee shall establish its own operating rules."

4. Section 7 of the Regulation is amended as follows:

1° by deleting "(timetable, vacation, overtime) which shall be those prescribed by this Regulation";

2° by replacing, in the second paragraph, "section 25 of Division III of Chapter IV" with "section 24".

¹ The Regulation respecting certain conditions of employment of senior staff of general and vocational colleges made by the Minister's Order dated 17 June 2005 approved by the Conseil du trésor, C.T. 202574 dated 21 June 2005 (2005, G.O. 2, 2449) was amended by the Regulation made by the Minister's Order dated 18 May 2006 approved by the Conseil du trésor, C.T. 203752 (2006, G.O. 2, 1688), the Regulation made by the Minister's Order dated 16 June 2009 approved by the Conseil du trésor, C.T. 207978 (2009, G.O. 2, 2108), the Regulation made by the Minister's Order dated 6 June 2011 (2011, G.O. 2, 1400), the Regulation made by the Minister's Order dated 11 July 2012 (2012, G.O. 2, 2585) and the Regulation made by the Minister's Order dated 10 August 2012 (2012, G.O. 2, 2756).

5. Section 8 of the Regulation is amended by adding, at the end, the following paragraph:

"Chapter VIII, in addition to the preceding chapters, applies to the person who is not already employed by the college and who is assigned temporarily to a senior staff position for a planned period of more than six months, but less than one year."

6. Section 9 of the Regulation is amended by deleting "Chapter VII: Group Insurance Plans".

7. The Regulation is amended by adding, after section 9, the following:

"9.1 A person who is not already employed by a college and who is temporarily assigned to a senior staff position for a planned period of at least one year shall receive group insurance plan benefits. Should the planned period of employment be less than one year, he shall receive a lump sum of 6% to compensate for the lack of insurance coverage.

In the case of the person referred to in section 47.1, the increase of 6% prescribed to compensate for the lack of coverage is equal to the amount of 6% mentioned in the preceding paragraph."

8. Section 12 of the Regulation is amended by replacing the second paragraph including the table with the following paragraph:

"He shall determine the senior staff member's salary scale in accordance with the salary scales found in Schedule II."

9. Section 15 of the Regulation is amended by adding, at the end, the following sentence: "It is comprised of the salary, premiums and other lump-sum payments prescribed in this Regulation."

10. Section 16 of the Regulation is repealed.

11. Section 19 of the Regulation is amended by replacing, in the second paragraph of the French text, "Toutefois, le traitement doit" with "Le traitement doit toutefois".

12. Section 19.1 of the Regulation is amended by replacing "section 16" with "section 1".

13. Section 20 of the Regulation is amended by replacing, in the second paragraph of the French text, "à recevoir" with "de recevoir".

14. Section 25 of the Regulation is amended by replacing the second paragraph with the following:

"He shall also receive a lump-sum payment equal to 5.12% to compensate for the lack of fringe benefits. However, this lump-sum payment and that prescribed in Section 9.1, allowing to compensate for the lack of fringe benefits, must not have the effect of granting a lump-sum payment greater than 11.12%. In addition, if the college grants the senior staff member the statutory holidays and personal leaves prescribed in the management policy, the senior staff member shall not be entitled to the lump-sum payment."

15. Section 39 of the Regulation is amended by replacing "on the date preceding his engagement, was employed by a college" with "in the year following his resignation, is engaged by another college as a senior staff member".

16. Section 44 of the Regulation is amended by adding after "senior staff" "under the management policy applicable to its management personnel".

17. The Regulation is amended by adding, after section 44, the following:

"44.1 The number of vacation days established under the management policy is reduced in the case of one or more absences due to illness of at least six months in the reference year. The same applies to absences without pay of more than 20 days, subject to the chapter on parental rights.

In these situations, the number of vacation days granted to the senior staff member is calculated according to the following formula:

Number of vacation days determined under the management policy	X	Number of days considered to be days with pay in the reference year
260 working days		

18. Section 46 of the Regulation is amended as follows:

1° by replacing, in the introductory sentence preceding subparagraph 1 of the definition of "salary", "section 16" with "section 1";

2° by replacing, in subparagraph 1 of the definition of "salary", "the rules respecting salary review, where applicable" with "Division IV of Chapter IV and sections 204 and 208 of this Regulation".

19. Section 60 of the Regulation is amended by adding, at the end of the third paragraph, the following sentence: "The disability period related to an organ donation without compensation is also recognized as a total disability period."

20. Section 66 of the Regulation is amended as follows:

1° by replacing, in the first paragraph, "an amount equal to the difference between the income replacement indemnity prescribed by the Act respecting industrial accidents and occupational diseases (R.S.Q., c. A-3.001) and his net salary" with "prescribed by the Act respecting industrial accidents and occupational diseases (chapter A-3.001), an amount equal to the difference between the income replacement indemnity and his net salary";

2° by adding in the third paragraph after "the employment insurance plan", the Québec Parental Insurance Plan, "

21. Section 73 of the Regulation is replaced with the following:

"73. The cost of the compulsory plans shall be shared by the government and all the participants of the plans according to the terms and conditions of the insuring agreement signed on 2 October 2001 by the Government of Québec and the associations representing the participants of the group insurance plans for management staff in the public and parapublic sectors and its subsequent amendments until the agreement expires."

22. The Regulation is amended by adding, before section 157, the following title:

**"DIVISION I
"GENERAL PROVISIONS".**

23. Section 157 of the Regulation is amended by deleting "who is not designated as supernumerary senior staff".

24. The Regulation is amended by adding, after "section 158, the following title:

**"DIVISION II
"DURATION OF PLAN AND LEAVE".**

25. Section 159 of the Regulation is amended by replacing, in the second paragraph, "in sections 172, 175 and 176" with "in sections 169, 174 and 176".
26. Section 161 of the Regulation is replaced with the following:

"161. At the end of the period of leave or at the end of the leave prescribed in this Regulation that follows the period of leave, a senior staff member shall be reinstated in his full-time position, subject to the provisions of the Regulation dealing with stability of employment prescribed in Chapter XIV. A senior staff member must remain in the employ of the college for a duration at least equivalent to the duration of his period of leave."

27. The Regulation is amended by adding, after section 161, the following title:

**"DIVISION III
"TERMS AND CONDITIONS FOR OBTAINING A LEAVE".**

28. Section 162 of the Regulation is replaced with the following:

"162. A senior staff member wishing to avail himself of the plan must apply to the college in writing.

The application shall indicate the proposed duration of the plan and of the period of leave as well as the proposed dates of the beginning and end of the period of leave and of the plan.

Consent in writing must be obtained from the college for a leave with deferred or anticipated salary. In the case of refusal, the college shall provide the senior staff member who applied for the leave with the reasons."

29. Section 163 of the Regulation is replaced with the following:

"163. A college shall not accept an application for participation in the plan from a senior staff member who is disabled or on leave without pay."

30. The Regulation is amended by adding, after section 163, the following title:

**"DIVISION IV
"REMUNERATION AND OTHER BENEFITS".**

31. Section 168 of the Regulation is replaced with the following:

"168. For the purposes of computing a pension benefit under a pension plan, the senior staff member shall be attributed a year of service for each year of participation in the plan and an average salary based on the salary he would have received had he not participated in the plan.

The contribution of the senior staff member to a pension plan during the years of participation in the plan shall be determined by the applicable pension legislation."

32. The Regulation is amended by adding, after section 168, the following title:

**"DIVISION V
"DISABILITY".**

33. Sections 169 and 170 of the Regulation are replaced with the following:

"169. For the purposes of the short-term salary insurance plan, the following provisions apply:

(1) a senior staff member who becomes totally disabled during the leave with deferred or anticipated salary cannot, during the leave, benefit from the short-term salary insurance plan.

Where a senior staff member continues to be totally disabled at the end of the leave, he shall benefit from the short-term salary insurance plan as of the date foreseen for the return to work based on the percentage of salary of the plan for the remainder of the plan. Disability shall then be considered as beginning on the date foreseen for the senior staff member's return to work;

(2) a senior staff member who becomes totally disabled during the plan, but after having taken his leave with deferred or anticipated salary, shall benefit from the short-term salary insurance plan based on the percentage of salary of the plan;

(3) a senior staff member who becomes totally disabled prior to the leave with deferred or anticipated salary and whose disability ended prior to the leave shall benefit from the short-term salary insurance plan based on the percentage of salary of the plan;

(4) a senior staff member who becomes totally disabled prior to the leave with deferred or anticipated salary and whose disability continues until the scheduled start date of the leave with deferred or anticipated salary may choose one of the following options:

a) continue to participate in the plan and postpone the period of leave with deferred or anticipated salary to a time when he is no longer disabled.

If the total disability continues during the last year of the plan, it may be interrupted from the scheduled beginning of the leave with deferred or anticipated salary to the end of the total disability. During that period, a senior staff member shall be entitled to short-term salary insurance benefits and the leave with deferred salary may begin on the date on which the total disability ceases;

b) terminate the plan and receive the unpaid salary, without interest, for the elapsed period of the leave.

"170. Where the total disability continues after 104 weeks, the plan shall terminate and the following provisions apply:

(1) if a senior staff member has already benefited from the leave with deferred or anticipated salary, an overpayment of salary shall not be claimable;

(2) if a senior staff member has not yet benefited from the leave with deferred or anticipated salary, he shall receive the unpaid salary, without interest, for the elapsed period of the plan.

A senior staff member shall then benefit from the compulsory basic long-term salary insurance plan."

34. The Regulation is amended by adding, after section 170, the following title:

"DIVISION VI

"TERMINATION OF PARTICIPATION IN AGREEMENT".

35. The Regulation is amended by replacing sections 172 to 176 with the following:

"172. If, while the plan is in progress, the senior staff member becomes employed by another employer in the public or parapublic sector offering a comparable plan, he may complete the plan by agreement with his new employer. Failing agreement, the plan shall terminate and the provisions of section 171 apply.

"173. If the senior staff member dies while the plan is in progress, the plan shall terminate on the date of the death and the procedures prescribed in subparagraphs 1, 2 and 3 of section 171 apply. However, an overpayment of salary shall not be claimable, and any unpaid salary shall be reimbursed.

"DIVISION VII

"LEAVE WITHOUT PAY

"174. During the life of the plan, the total absences without pay of the senior staff member for any reason, authorized or not, may not exceed 12 months. If the total absences without pay for any reason, authorized or not, exceed 12 months, the plan shall terminate on the date on which such total reaches 12 months and the procedures prescribed in subparagraphs 1, 2, 3 and 4 of section 171 apply by making the necessary changes.

Where the length of total absences without pay of a senior staff member for any reason, authorized or not, is equal to or less than 12 months, the duration of the plan shall be extended for a duration equal to the total absences.

"DIVISION VIII

"SUPERNUMERARY SENIOR STAFF

"175. Where a senior staff member is designated as supernumerary senior staff while the plan is in progress, it shall remain in force until the senior staff member is reassigned. If, when the senior staff member is reassigned, the plan is not terminated, he may complete the plan by agreement with the college to which he is reassigned. Failing an agreement, the plan shall terminate and the provisions of subparagraphs 1, 2 and 3 of section 171 apply, without loss of rights with respect to the pension plans.

"DIVISION IX

"PARENTAL RIGHTS

"176. If a maternity leave (21 weeks) begins before or after the period of leave, participation in the plan shall be suspended for a maximum period of 21 weeks and the plan shall then be extended accordingly.

However, if the maternity leave begins before the period of leave, the senior staff member may terminate the plan. She shall receive the unpaid salary, without interest, and the maternity leave benefit.

"DIVISION X

"MISCELLANEOUS PROVISIONS".

36. Section 177 of the Regulation is amended by deleting ", from the first year of assessment following the termination of the plan".

37. Section 192 of the Regulation is amended by deleting the second sentence.

38. The Regulation is amended by replacing, before section 198, the title "GENERAL PROVISIONS" with the following:

**"DIVISION I
"GENERAL PROVISIONS".**

39. Section 199 of the Regulation is amended as follows:

1° by replacing, in the first paragraph, "In this part," with "In this division,";

2° by replacing subparagraph 3 with the following subparagraphs:

"(3) the application of the provisions of the management policy applicable to the administrative organization prescribed in section 262 resulting in a surplus of senior staff;

(4) an agreement between the college and the senior staff member concerned".

40. Sections 200 to 214 and the titles of Divisions I and II of Chapter XIV of the Regulation are replaced with the following:

"200. If the college decides not to renew or to cancel the appointment of a senior staff member, in circumstances other than a dismissal, to abolish a position held by a senior staff member or to carry out an administrative reorganization, the senior staff member shall retain his employment relationship and the college shall apply one of the following measures:

- (1) it shall assign him to another senior staff position;
- (2) it shall assign him to a position in another category of personnel;
- (3) it shall designate him as supernumerary senior staff.

A senior staff member covered by subparagraph 1 is entitled to the application of section 208, while the senior staff member covered by subparagraph 2 is entitled to the application of sections 207 and 208, with the necessary changes.

"201. Before declaring a surplus of personnel, a college must respect the consultation procedures prescribed by its management policy.

"202. A college wishing to fill a regular full-time senior staff position shall inform the Placement Office of the college sector of the eligibility criteria. The Placement Office shall then inform all the colleges, and the colleges must post the information to the attention of all senior staff.

**"DIVISION II
"SUPERNUMERARY SENIOR STAFF**

"203. The salary of a senior staff member on the date on which he is designated as supernumerary senior staff shall be maintained for the period during which he is so designated.

"204. A senior executive designated as supernumerary senior staff shall be integrated as senior staff and shall receive the classification corresponding to the position assigned. He shall be entitled to a lump-sum payment equal to the difference between his new salary and the salary he was receiving.

"205. A senior staff member designated as supernumerary senior staff shall perform tasks compatible with his skills.

"206. A supernumerary senior staff member shall be required to accept in his college or in a college in his zone any available position offered to him if it is compatible with his professional training; after one year as a supernumerary senior staff member, the same rule applies to a college outside the zone. Refusal to accept such a position shall be considered as a resignation.

"207. A supernumerary senior staff member who accepts an offer of a position from his college subject to the provisions of a collective agreement is entitled to resume his status of supernumerary senior staff if he again becomes supernumerary without having acquired employment security within the meaning of that collective agreement.

"208. A supernumerary senior staff member who accepts a position in a college as a senior staff member or in another category of personnel and whose salary in the new position is lower than the salary he was receiving is entitled to a lump-sum payment equal to the difference between the salary he is receiving and the salary he was receiving. The lump-sum payment shall vary and shall cease when the difference no longer exists.

"209. Travel and accommodation expenses incurred by a supernumerary senior staff member who reports for a selection interview in an agency of the public or parapublic sector shall be reimbursed by his college.

"210. A supernumerary senior staff member accepting a job in an agency of the public or parapublic sector located more than 50 km from his place of work or domicile shall be entitled to reimbursement of his moving costs in accordance with the same provisions as those in effect for the professional personnel of the college.

"211. A supernumerary senior staff member may, at any time, avail himself of any of the termination of employment measures prescribed by Division III.

At Champlain Regional College, notwithstanding the first paragraph, the campus director or the deputy academic dean designated as supernumerary senior staff may avail himself, by making the necessary changes, of severance pay or the leave with pay prescribed in Chapter V of the Regulation determining certain conditions of employment of senior executives of general and vocational colleges if he satisfies the provisions of section 46 of that Regulation.

"212. A senior staff member may substitute himself for a supernumerary senior staff member if the college accepts the substitution."

41. Section 216 of the Regulation is amended by adding, at the end, the following sentence: "It cannot be less than two months and no more than six months."

42. Section 217 of the Regulation is replaced with the following:

"217. The severance amount for the first two months shall be paid on the beneficiary's departure. Subsequently and until the severance amount is paid, the senior staff member shall receive monthly the equivalent of one month of salary as severance pay. However, payment shall cease when the senior staff member obtains a position.

A senior staff member who has already received severance pay in the public, parapublic and peripublic sectors may receive only the difference between the amount of severance pay already received and the new severance pay calculated on the basis of the last annual salary."

43. Section 224 of the Regulation is amended by adding, at the end, "with the necessary changes".

44. Section 225 of the Regulation is amended by adding after "the necessary changes," "section 230".

45. The Regulation is amended by adding, after section 225, the following:

"225.1 The time limits prescribed in this chapter may be amended by written agreement between the college and the Association."

46. Section 226 of the Regulation is amended by adding after "Regulation" "or management policy of the management personnel of the college within the framework of section 225,".

47. Section 228 of the Regulation is amended by replacing "15 days" with "30 days".

48. Section 230 of the Regulation is amended by replacing, in the second paragraph, "the discontinuation of the senior staff member's employment relationship" with "the discontinuation of the employment relationship, demotion or disciplinary measure of a senior staff member".

49. Section 232 of the Regulation is amended by replacing, in the first paragraph, "the solution or solutions sought" with "any solution sought".

50. Section 233 of the Regulation is replaced with the following:

"233. The Appeals Committee shall be composed of a chairman designated jointly by the college and the Association based on a list of chairmen approved by the Exchange and Consultation Committee (CEC) prescribed in section 5. Failing agreement on the choice of a chairman, the first chairman shall designate the chairman.

At the request of either party, the Appeals Committee shall be composed of a representative designated by the Association, a representative designated by the college and a chairman designated in the manner prescribed in this section."

51. Section 234 of the Regulation is amended by replacing "15 days" with "20 days".

52. Section 236 of the Regulation is amended as follows:

1° by replacing in the French text "faite par le college du règlement" with "du règlement faite par le college";

2° by replacing "an executory decision" with "a final and executory decision".

53. Section 238 of the Regulation is replaced with the following:

"238. The decision of the Appeals Committee is final and executory and binds the parties when related to the following provisions:

- (1) Chapter I;
- (2) Chapter II, except section 5;
- (3) Chapter III, except sections 11 and 12;

- (4) Chapter IV;
- (5) Chapter V;
- (6) Chapter VI;
- (7) Chapter VII;
- (8) Chapter VIII;
- (9) Chapter IX;
- (10) Chapters X, XI and XII;
- (11) Chapter XIV, except sections 199, 200, 202 and 212;
- (12) Chapter XV."

54. Section 239 of the Regulation is amended by replacing "on any complaint respecting the discontinuation of the senior staff member's employment relationship" with " in a final and executory manner on any complaint respecting the discontinuation of the employment relationship, demotion or disciplinary measure of a senior staff member".

55. Section 240 of the Regulation is amended as follows:

1° by replacing, in subparagraph 3 of the first paragraph, "sections 211 and 212" with "sections 207 and 208";

2° by adding, at the end, the following paragraph and subparagraphs:

"In a case of a suspension or reprimand, the Appeals Committee may:

(1) confirm, amend or rescind the decision of the college and, where applicable, replace it with the decision it deems fair and reasonable, taking into account all the circumstances;

(2) order the reimbursement of salary and fringe benefits, where applicable."

56. Section 241 of the Regulation is amended by replacing, in the first paragraph, "The" with "In the case of a discontinuation of the employment relationship, the".

57. Section 242 of the Regulation is amended by replacing "reasons;" with "reasons. In the event of the application of the second paragraph of section 233, the decision or recommendation of the Appeals Committee shall be unanimous or by a majority and must also include reasons;".

58. Section 243 of the Regulation is amended by replacing, in the first paragraph, "within 45 days of deliberations" with "within 90 days of the hearing".

59. Section 244 of the Regulation is amended by replacing "does not wish to accept the decision delivered in accordance with section 240," with "refuses to execute the decision delivered in accordance with section 240 in the case of a discontinuation of the employment relationship,".

60. Section 245 of the Regulation is amended by replacing "a decision" with "the decision of the Appeals Committee".

61. Section 246 of the Regulation is amended by adding in the last paragraph after "members" ", where applicable,".

62. Section 247 of the Regulation is repealed.

63. Section 252 of the Regulation is amended as follows:

1° by replacing "the solution or solutions sought" with "any solution sought";

2° by deleting the second paragraph.

64. Section 254 of the Regulation is amended by replacing "15 days" with "20 days".

65. Section 256 of the Regulation is amended by adding, at the end, the following paragraph:

"However, in the case of a complaint related to the discontinuation of the employment relationship, demotion or disciplinary measures, the Appeals Committee shall refer to sections 239 to 248 of this Regulation."

66. Section 257 of the Regulation is amended by replacing "The recommendation of the Appeals Committee shall be unanimous or by majority and must" with "The recommendation of the chairman of the Appeals Committee must include reasons. In the event of the application of the second paragraph of section 233, the recommendation of the Appeals Committee shall be unanimous or by a majority and must also".

67. Section 258 of the Regulation is amended by replacing "45 days of deliberations" with "90 days of the hearing".

68. Section 259 of the Regulation is amended by adding in the last paragraph after "members" ", where applicable,".

69. Section 260 of the Regulation is repealed.

70. Section 262 of the Regulation is amended as follows:

1° by inserting after the second dash of subparagraph 3 of the first paragraph "- disciplinary measures";

2° by replacing, in the seventh dash of subparagraph 3 of the first paragraph, "sections 19 and 29" with "section 19".

71. The Regulation is amended by adding, after section 262, the following chapter:

**"CHAPTER XVI.1
"SKILLS TRAINING**

"262.1 The object of skills training is to allow a senior staff member to:

1° acquire or improve skills and knowledge required to accomplish a duty described in this Regulation;

2° acquire new skills or develop new aptitudes related to the evolution of the senior staff member's career.

"262.2 The college and the senior staff are responsible for the skills training of senior staff. To this end, the college shall draw up a local skills training policy for its senior staff.

"262.3 Colleges must facilitate the participation of senior staff in the various training activities according to the local training policy.

"262.4 A senior staff member shall participate in skills training activities, with salary, the duration of which must not entail the replacement of the incumbent."

72. Section 265 of the Regulation is repealed.

73. Schedule I of the Regulation is amended by replacing "Administrative assistant" with "Administrative services supervisor".

74. Schedule II of the Regulation is amended by replacing the salary scales as of 1 April 2010 with the following salary scales:

CLASSES	Rates 2010-04-01		Rates 2011-04-01		Rates 2012-04-01		Rates 2013-04-01		Rates 2014-04-01	
	(\$)		(\$)		(\$)		(\$)		(\$)	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
10	80 632	107 511	81 237	108 317	82 456	109 942	83 899	111 866	85 577	114 103
9	76 172	101 564	76 743	102 326	77 894	103 861	79 257	105 679	80 842	107 793
8	71 958	95 944	72 498	96 664	73 585	98 114	74 873	98 831	76 370	101 828
7	67 017	89 356	67 520	90 026	68 533	91 376	69 732	92 975	71 127	94 835
6	62 416	83 221	62 884	83 845	63 827	85 103	64 944	86 592	66 243	88 324
5	58 129	77 504	58 585	78 085	59 443	79 256	60 483	80 643	61 693	82 256
4	54 137	72 183	54 543	72 724	55 361	73 815	56 330	75 107	57 457	76 609
3	48 313	64 417	48 675	64 900	49 405	65 874	50 270	67 027	51 275	68 368
2	43 118	57 489	43 441	57 920	44 093	58 789	44 865	59 818	45 762	61 014
1	38 478	51 303	38 767	51 688	39 349	52 463	40 038	53 381	40 839	54 449

SALARY SCALES RESULTING FROM PAY EQUITY

PREDOMINANTLY FEMALE JOB CATEGORIES INCLUDING PAY EQUITY ADJUSTMENTS

Salary level 2

	Classifi.-Cl/Years	2010-04-01	2011-04-01	2012-04-01	2013-04-01	2014-04-01
Minimum	CO-2-0	51 913	52 302	53 087	54 016	55 096
Maximum	CO-2-0	60 362	60 815	61 727	62 807	64 063

Salary level 3

	Classifi.-Cl/Years	2010-04-01	2011-04-01	2012-04-01	2013-04-01	2014-04-01
Minimum	R-4-2	47 466	47 822	48 539	49 388	50 376
Maximum	R-4-2	65 013	65 501	66 484	67 647	69 000

	Classifi.-Cl/Years	2010-04-01	2011-04-01	2012-04-01	2013-04-01	2014-04-01
Minimum	R-4-3	48 910	49 277	50 016	50 891	51 909
Maximum	R-4-3	65 013	65 501	66 484	67 647	69 000

**LIST OF EMPLOYMENT GROUPS HAVING RECEIVED
PAY EQUITY ADJUSTMENTS**

2001 Classification			Current Classification			
Employment Group	Class	Title	Employment Group	Class	Title	Salary Level
75	CO-2-0	Administration Officer	35	2	Administration Officer	2
76	R-4-2	Superintendent of Community Services	31	3	Superintendent of Community Services	3
76	R-4-3	Superintendent of Community Services	31	3	Superintendent of Community Services	3
77	R-4-3	Superintendent of Supply Services	32	3	Superintendent of Supply Services	3

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

102188

M.O., 2015**Order of the Minister of Municipal Affairs and Land Occupancy dated 8 June 2015**

An Act respecting municipal taxation
(chapter F-2.1)

Regulation to amend the Regulation respecting the real estate assessment roll

CONSIDERING subparagraph 1 of the first paragraph of section 263 of the Act respecting municipal taxation (chapter F-2.1), which provides that the Minister of Municipal Affairs and Land Occupancy may, by regulation, prescribe the form and content of the property assessment roll and the roll of rental values; prescribe the process by which the rolls are to be prepared and kept up to date; prescribe the information to be collected and established for the purpose of preparing the rolls and keeping them up to date, the form in which it must be sent to a person who is entitled to obtain it under the law and the information that is to accompany the rolls on their deposit; prescribe rules to favour continuity between successive rolls; require the assessor to transmit to the Minister, free of charge, the information included in the summary of the roll in the cases and according to the rules determined by the Minister; refer to a manual containing matters contemplated by the Act, as it exists at the time that the assessor must apply it, provided that the Minister gives notice in the *Gazette officielle du Québec* of each updating of the manual made after the coming into force of the regulations under the subparagraph;

CONSIDERING subparagraph 2 of the first paragraph of section 263, which provides that the Minister may prescribe the form or content of certain other documents;

CONSIDERING section 263.1 of the Act, which provides that a regulation made under section 263 may prescribe rules which vary according to the fiscal year concerned from among those for which a roll applies;

CONSIDERING that the Minister of Municipal Affairs made, by Minister's Order dated 1 September 1994 (1994, *G.O. 2*, 4104), the Regulation respecting the real estate assessment roll, amended by Minister's Order dated 14 June 2000 (2000, *G.O. 2*, 3423) and by Minister's Order dated 20 July 2010 (2010, *G.O. 2*, 2415);

CONSIDERING that it is expedient to further amend the Regulation;

CONSIDERING that, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), the draft Regulation to amend the Regulation respecting the real estate assessment roll was published in the *Gazette officielle du Québec* of 25 March 2015 with a notice that it could be made on the expiry of 45 days following that publication and that any person could send written comments before the expiry of the 45-day period;

CONSIDERING that no comments were received;

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

THE MINISTER OF MUNICIPAL AFFAIRS AND LAND OCCUPANCY ORDERS AS FOLLOWS:

The Regulation to amend the Regulation respecting the real estate assessment roll, attached to this Order, is hereby made.

Québec, 8 June 2015

PIERRE MOREAU,
*Minister of Municipal Affairs
and Land Occupancy*