

Draft Regulations

Draft Regulation

An Act respecting labour relations, vocational training and workforce management in the construction industry (chapter R-20)

Construction industry

— Hiring and mobility of employees

— Amendment

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), that the Regulation to amend the Regulation respecting the hiring and mobility of employees in the construction industry, made by the Commission de la construction du Québec and appearing below, may be submitted to the Government for approval on the expiry of 45 days following this publication.

The draft Regulation is intended to facilitate access and retention of women in the construction industry. In particular, it includes measures to promote the hiring of women.

The draft Regulation has no impact on enterprises not in the construction industry and it will have a small administrative impact on employers in the industry. As for the public, the draft Regulation will increase the presence and retention of women in the construction industry.

Further information may be obtained by contacting Diane Lemieux, Chair and Chief Executive Officer, Commission de la construction du Québec, 8485, avenue Christophe-Colomb, Montréal (Québec) H2M 0A7; telephone: 514 341-7740, extension 6751.

Any person wishing to comment on the matter is requested to submit written comments before the expiry of the 45-day period to Diane Lemieux, Chair and Chief Executive Officer, Commission de la construction du Québec, 8485, avenue Christophe-Colomb, Montréal (Québec) H2M 0A7; telephone: 514 341-7740, extension 6751.

DOMINIQUE VIEN,

Minister responsible for Labour

Regulation to amend the Regulation respecting the hiring and mobility of employees in the construction industry

An Act respecting labour relations, vocational training and workforce management in the construction industry (chapter R-20, s. 123.1, 1st par., subpar. 13, and 4th and 5th pars.)

1. The Regulation respecting the hiring and mobility of employees in the construction industry (chapter R-20, r. 6.1) is amended in section 38 by inserting the following sentence at the end of the first paragraph:

“An employer may assign a female employee holding such a certificate anywhere in Québec, if that female employee has worked for the employer 500 hours or more in the construction industry in Québec or elsewhere in Canada during the same period.”.

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

102704

Draft Regulation

An Act respecting labour relations, vocational training and workforce management in the construction industry (chapter R-20)

Issuance of competency certificates

— Amendment

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), that the Regulation to amend the Regulation respecting the issuance of competency certificates, made by the Commission de la construction du Québec and appearing below, may be submitted to the Government for approval on the expiry of 45 days following this publication.

The draft Regulation is intended to facilitate the access and retention of women in the construction industry. In particular, it includes measures to promote the hiring of women.

The draft Regulation has no impact on enterprises not in the construction industry and it will have a small administrative impact on employers in the industry. As for the public, the draft Regulation will increase the presence and retention of women in the construction industry.

Further information may be obtained by contacting Diane Lemieux, Chair and Chief Executive Officer, Commission de la construction du Québec, 8485, avenue Christophe-Colomb, Montréal (Québec) H2M 0A7; telephone: 514 341-7740, extension 6751.

Any person wishing to comment on the matter is requested to submit written comments before the expiry of the 45-day period to Diane Lemieux, Chair and Chief Executive Officer, Commission de la construction du Québec, 8485, avenue Christophe-Colomb, Montréal (Québec) H2M 0A7; telephone: 514 341-7740, extension 6751.

DOMINIQUE VIEN,
Minister responsible for Labour

Regulation to amend the Regulation respecting the issuance of competency certificates

An Act respecting labour relations, vocational training and workforce management in the construction industry (chapter R-20, s. 123.1, 1st par., subpar. 5, and 4th and 5th pars.)

1. The Regulation respecting the issuance of competency certificates (chapter R-20, r. 5) is amended in section 7

(1) by adding “8.3,” in the second paragraph after “under section 2, 3,”;

(2) by adding “8.4,” in the third paragraph after “under section 4.2,”.

2. Section 8.1 is amended

(1) by replacing the first paragraph by the following:

“The Commission may issue, under section 2.1, an apprentice competency certificate to a woman who has never been the holder of a certificate issued under this section, without the employer having to file a workforce request or guarantee that person an employment for not less than 150 hours over a period not exceeding 3 months.”;

(2) by striking out “Notwithstanding section 6,” in the second paragraph;

(3) by inserting the following paragraph after the second paragraph:

“If the employee does not work 150 hours during the 2-year period, the Commission issues a new certificate to the employee if an employer confirms in writing with the Commission that it undertakes to hire that person. That apprentice competency certificate expires 2 years after the date it was issued and it is renewed if monthly reports sent to the Commission by employers registered with it prove that the employee has worked 150 hours during those 2 years. Should the employee fail to reach 150 hours during the 2-year period, the Commission may again issue a certificate, in accordance with the conditions set out in this paragraph.”.

3. The following is added after section 8.2:

“**8.3.** Where 30% or less of the total number of employees holding an apprentice competency certificate issued for a trade and a region contemplated in an application for a certificate are available at the time of the application, the Commission may issue an apprentice competency certificate to a woman 16 years of age or older:

(1) who provides an attestation that she has successfully completed a safety course required under the Safety Code for the construction industry (chapter S-2.1, r. 4);

(2) who demonstrates that she meets the admission requirements prescribed in basic school regulations (régime pédagogique) made under the Education Act (chapter I-13.3) for a program of studies leading to a vocational training diploma pertaining to the trade indicated in that application;

(3) in respect of whom an employer registered with the Commission files a workforce request, guarantees that woman employment for not less than 150 hours over a period not exceeding 3 months and provides the Commission with proof of the guarantee.

8.4. Where 30% or less of the total number of employees holding an occupation competency certificate issued for the region contemplated in an application for a certificate are available at the time of the application, the Commission may issue an occupation competency certificate to a woman 16 years of age or older, in respect of whom an employer registered with the Commission files a workforce request, guarantees that person employment for not less than 150 hours over a period not exceeding 3 months and provides the Commission with proof of the guarantee and an attestation that she has successfully completed a safety course required under the Safety Code for the construction industry (chapter S-2.1, r. 4).”.

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

102702

Draft Regulation

An Act respecting labour relations, vocational training and workforce management in the construction industry (chapter R-20)

Construction industry — Vocational training of the workforce — Amendments

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), that the Regulation to amend the Regulation respecting the vocational training of the workforce in the construction industry, made by the Commission de la construction du Québec and appearing below, may be submitted to the Government for approval on the expiry of 45 days following this publication.

The draft Regulation is intended to facilitate the access and retention of women in the construction industry. In particular, it includes measures to promote the hiring of women.

The draft Regulation has no impact on enterprises not in the construction industry and it will have a small administrative impact on employers in the industry. As for the public, the draft Regulation will increase the presence and retention of women in the construction industry.

Further information may be obtained by contacting Diane Lemieux, Chair and Chief Executive Officer, Commission de la construction du Québec, 8485, avenue Christophe-Colomb, Montréal (Québec) H2M 0A7; telephone: 514 341-7740, extension 6751.

Any person wishing to comment on the matter is requested to submit written comments before the expiry of the 45-day period to Diane Lemieux, Chair and Chief Executive Officer, Commission de la construction du Québec, 8485, avenue Christophe-Colomb, Montréal (Québec) H2M 0A7; telephone: 514 341-7740, extension 6751.

DOMINIQUE VIEN,
Minister responsible for Labour

Regulation to amend the Regulation respecting the vocational training of the workforce in the construction industry

An Act respecting labour relations, vocational training and workforce management in the construction industry (chapter R-20, s. 123.1, 1st par., subpar. 10, and 4th and 5th pars.)

1. The Regulation respecting the vocational training of the workforce in the construction industry (chapter R-20, r. 8) is amended in the second paragraph of section 18 by striking out “in the same trade or, where the tasks form a part of the practice of more than one trade, under the immediate supervision of a journeyman in each of those trades”.

2. Section 20 is amended

(1) by striking out “in the same trade” after “at least as many journeymen”;

(2) by adding the following paragraphs at the end of section 20:

“On a construction site, an employer may use the services of one more apprentice per journeyman than the ratio in the first paragraph, for each female apprentice whose services are used by the employer, up to a maximum of 20 additional apprentices.

The apprentices and journeymen whose services are used by the employer, under section 18 and this section, are the employer’s employees and are in the same trade. If the tasks performed by the apprentices form part of the practice of more than one trade, the journeymen may be of one of those trades.

For the purposes of calculating the ratios provided for in sections 19 and 22, female apprentices are not taken into account.”

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

102703