

Thence, northeasterly following the southeastern right of way of rue Gauthier to the intersection of the said right of way and the southeasterly extension of the northeastern limit of lot 4 408 098 of the said cadastre.

Approximate coordinates: 5 351 990 m N. and 259 593 m E.

Thence, northwesterly following the northeastern right of way of rue du Boulevard to the intersection with the southeastern right of way of boulevard Talbot, that is, the western corner of lot 4 407 831 of the cadastre of Québec.

Approximate coordinates: 5 353 373 m N. and 257 889 m E.

Thence, northeasterly following the southeastern right of way of boulevard Talbot to the starting point.

The data in this document are expressed in the International System of Units (SI) and refer to the SCOPQ SYSTEM, NAD83, Zone 7, central meridian at 70°30'.

Done and prepared in Saguenay, this fifteenth day of the month of December of the year 2015, under number 3031 of my minutes

SÉBASTIEN BERGERON,  
*Land Surveyor*

102924

Gouvernement du Québec

### **O.C. 382-2017, 5 April 2017**

An Act to establish the Administrative Labour Tribunal (chapter T-15.1)

#### **Administrative Labour Tribunal —Code of Ethics of the Members**

CONCERNING the Code of Ethics of the Members of the Administrative Labour Tribunal

WHEREAS pursuant to the first paragraph of section 2 of the Act to establish the Administrative Labour Tribunal (chapter T-15.1) (the Act), the Tribunal is composed of members appointed by the Government after consultation with the Comité consultatif du travail et de la main-d'œuvre established under section 12.1 of the Act respecting the Ministère du Travail (chapter M-32.2);

WHEREAS pursuant to the first paragraph of section 67 of the Act to establish the Administrative Labour Tribunal, the Government must, after consultation with the president of the Tribunal, establish a code of ethics applicable to the members;

WHEREAS pursuant to sections 10 and 11 of the Regulations Act (chapter R-18.1), a draft version of the Code of Ethics of the Members of the Administrative Labour Tribunal was published in Part 2 of the Gazette officielle du Québec on October 5, 2016, with a notice that it may be enacted by the Government upon expiry of 45 days from its publication;

WHEREAS no comments were received further to publication of the draft code; it therefore is appropriate to enact the code without amendments;

IT IS ORDERED, therefore, on the recommendation of the minister responsible for Labour:

THAT the Code of Ethics of the Members of the Administrative Labour Tribunal, appended hereto, be enacted.

JUAN ROBERTO IGLESIAS,  
*Clerk of the Conseil exécutif*

### **Code of ethics of the members of the Administrative Labour Tribunal**

An Act to establish the Administrative Labour Tribunal (chapter T-15.1, s. 67)

#### **DIVISION I GENERAL**

**1.** The purpose of this Code is to ensure and promote public trust in the integrity and impartiality of the Tribunal by favouring high standards of conduct for its members appointed by the Government.

**2.** Members must render justice under the applicable rules of law.

#### **DIVISION II RULES OF CONDUCT AND DUTIES OF MEMBERS**

**3.** Members must perform their duties with honour, dignity and integrity, keeping in mind that accessibility and promptness are important values of the Tribunal.

**4.** Members must perform their duties without discrimination.

**5.** Members must act in a respectful and courteous manner towards persons appearing before them, while exercising the authority necessary for the proper conduct of the hearing.

**6.** Members must uphold the integrity of the Tribunal and defend its independence in the best interest of justice.

**7.** Members must make themselves available to discharge their duties conscientiously, carefully and diligently.

**8.** Members must take the measures required to keep up-to-date and upgrade the knowledge and skills necessary to perform their duties.

**9.** Members are bound by discretion regarding any matter brought to their knowledge in the performance of their duties and must refrain from disclosing information of a confidential nature.

**10.** Members are bound by deliberative secrecy.

**11.** Members must be overtly objective and impartial.

**12.** Members must perform their duties with complete independence, free of any interference.

**13.** Members must act with reserve and prudence in public, particularly when using information and communication technologies.

**14.** Members must disclose to the president any direct or indirect interest that they have in any enterprise that could cause a conflict between personal interest and the duties of their office.

**15.** Members must be politically neutral in the performance of their duties.

**16.** A member may exercise functions gratuitously within a professional order or a non-profit organization. The member must inform the president of his or her intention to do so.

The functions a member wants to exercise must not compromise the effective performance of the member's duties as a member, or the member's or the Tribunal's impartiality or independence.

### DIVISION III INCOMPATIBLE SITUATIONS AND ACTIVITIES

**17.** Members must refrain from pursuing an activity or placing themselves in a situation that may undermine the honour, dignity, integrity or independence of their office, or discredit the Tribunal.

**18.** The following is incompatible with the performance of their duties:

(1) soliciting or collecting donations, except in the case of community, school, religious or family activities that do not compromise the other duties imposed by this Code, or associating the status of member of the Tribunal to those activities;

(2) taking part in charities or organizations likely to be involved in matters before the Tribunal;

(3) giving advice related to matters that come within the jurisdiction of the Tribunal, except if such advice is not likely to compromise the member's or the Tribunal's impartiality or integrity;

(4) becoming involved in any cause or participating in any lobby whose objectives or activities are related to matters that come within the jurisdiction of the Tribunal.

**19.** Members must not engage in any activity or partisan political participation at the federal, provincial, municipal or school level.

### DIVISION IV FINAL PROVISION

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

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Gouvernement du Québec

### O.C. 385-2017, 5 April 2017

An Act to establish the Administrative Labour Tribunal (chapter T-15.1)

#### Administrative Labour Tribunal — Rules of evidence and procedure

CONCERNING the Rules of evidence and procedure of the Administrative Labour Tribunal

WHEREAS pursuant to the first paragraph of section 105 of the Act to establish the Administrative Labour Tribunal (chapter T-15.1), the Administrative Labour Tribunal may, in a regulation passed by a majority of its members, make rules of evidence and procedure specifying the manner in which the rules established by this Act or by the Acts under which matters are heard by the Tribunal are to be applied and make exceptions in the application of the rules established by law concerning a recourse or a division of the Tribunal;