

Notice

An Act respecting industrial accidents and occupational diseases
(chapter A-3.001)

Financing**— 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 financing, appearing below, may be made by the Commission des normes, de l'équité, de la santé et de la sécurité du travail, with or without amendments, on the expiry of 45 days following this publication.

The Regulation determines for 2019:

—the classification units and the rates of assessment that apply;

—the experience ratios of each of the classification units for 2014, 2015, 2016 and 2017 used to establish the assessment of employers subject to a personalized rate;

—the update of the qualifying threshold of an employer to a personalized rate and certain parameters used to calculate the rate;

—the insurance premiums used to calculate the retrospective adjustment of the annual assessment of the employers subject to such an adjustment for that year.

Any person wishing to comment on the draft Regulation is requested to submit written comments within the 45-day period to Mr. Carl Gauthier, Vice-Chairman, Finance and Administration, Commission des normes, de l'équité, de la santé et de la sécurité du travail, 524, rue Bourdages, Québec (Québec) G1K 7E2.

MANUELLE OUDAR,
*Chair of the board and chief
executive officer of the Commission
des normes, de l'équité, de la santé
et de la sécurité du travail*

Regulation to amend the Regulation respecting financing

An Act respecting industrial accidents and occupational diseases
(chapter A-3.001, s. 454, 1st par., subpars. 4.4 to 8.1 and 10)

1. Schedules 1, 2, 3, 4 and 7 of the Regulation respecting financing (chapter A-3.001, r. 7) are respectively replaced by Schedules 1, 2, 3, 4 and 7 attached to this Regulation.

2. This Regulation applies to the 2019 assessment year.

SCHEDULE 1
(ss. 4, 5, 20, 37, 45 and 53)

CLASSIFICATION UNITS, RATES OF ASSESSMENT AND EXPERIENCE RATIOS FOR
THE YEAR 2019

Special classification rules

1. The Commission does not take into account the condition stated in subparagraph 3 of the first paragraph of section 9 for the purpose of classifying an employer in more than one of the units 80030 to 80250.
2. An employer who meets the conditions set out in Title IV of Book II allowing it to be classified in unit 90020 and unit 80020 is classified in the latter unit.
3. An employer who does not meet the conditions set out in sections 11 and 12 is classified in unit 90020 if at least one of the employer's workers carries out a task covered by that unit during the assessment year, if the employer is classified in at least one unit that expressly provides for classification in that exceptional unit and if the employer meets the conditions set out in one of the following paragraphs:
 - (1) the aggregate of the insurable wages of the employer's workers declared for the year prior to the year preceding the assessment year in respect of units giving entitlement to unit 80020 and of the insurable wages declared for that year in respect of units giving entitlement to unit 90020 is equal to or greater than 45% of the insurable wages of the employer's workers for that year;
 - (2) the employer employed no worker during the year prior to the year preceding the assessment year and is classified only in units giving entitlement to unit 80020 and in units giving entitlement to unit 90020 for the assessment year;
 - (3) the employer was classified in one of the exceptional units 80020 or 90020 for the year preceding the assessment year and the aggregate of the insurable wages of the employer's workers declared for the year prior to the year preceding the assessment year in respect of units giving entitlement to unit 80020 and of the insurable wages declared for that year in respect of units giving entitlement to unit 90020 is equal to or greater than 40% of the insurable wages of the employer's workers for that year.

The insurable wages of an auxiliary worker must be excluded when calculating percentages under this section. In addition, the amount of protection enjoyed pursuant to section 18 of the Act by an employer or an executive officer of the employer who, in addition to sitting on the board of directors, performs work for the employer is considered to be insurable wages declared for the unit that corresponds to the activities in which the person is involved.

4. The Commission does not take into account the classification of an employer in unit 65150 or the wages declared in respect of that unit for the purpose of determining an employer's entitlement to an exceptional unit pursuant to sections 11 and 12 and sections 2 and 3 of these Special classification rules.

5. An employer classified in a unit that covers the manufacture of goods cannot be classified in a unit that covers the trade in those goods or in goods that the employer does not manufacture unless the employer operates at least one store located elsewhere than on the production site of the goods the employer manufactures.

6. An employer who hires out the services of the workers it employs is classified, for that activity, in the units that cover the activities of the workers concerned where the hiring out is not expressly covered by a classification unit.

Special rules for declaring wages

1. The second paragraph of section 24 does not apply to an employer for the purpose of declaring the insurable wages paid during the preceding calendar year to a worker who, without being an auxiliary worker, participated in several activities covered by more than one of units 80030 to 80250.

2. The Commission does not take into account the insurable wages declared with respect to unit 65150 for the purpose of apportioning the wages of an auxiliary worker pursuant to paragraph 3 of section 26.

3. An employer classified in both a unit that covers the manufacture of goods and in a unit that covers the trade in such goods, or in goods that the employer does not manufacture, must declare the wages of a worker who works in that trade with respect to the unit that covers the manufacture of the goods, except if the worker works in the trade in a store that the employer operates elsewhere than on the production site of the goods that the employer manufactures. The employer must declare the wages of the worker who works in that trade in that store with respect to the unit that covers the trade in the goods.

Sectors

1. In accordance with section 297 of the Act, the classification units are grouped in sectors.
2. The primary sector comprises units 10110 to 14030.
3. The manufacture sector comprises units 15010 to 36350, including exceptional unit 34410.
4. The transportation and storage sector comprises units 55010 to 55090.
5. The service sector comprises units 54010 to 54440, 57010 to 77020 and exceptional units 90010 and 90020.
6. The construction sector comprises units 80020 to 80250.

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
.	horse-drawn carriage, horseback riding, sleigh or dog-sled transportation or ride service;								
.	hoof trimming service;								
.	domestic animal training or boarding service;								
.	animal protection or animal pound service;								
.	services related to the breeding activities referred to in this unit such as milking cows or feeding animals.								
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	the artificial insemination of animals.								
	An employer carrying out at the same time an activity included in this unit and maple syrup production may not also be in unit 10150 except where at least one employee carries out duties solely related to the maple syrup activity.								
	An employer classified in this unit cannot also be classified in units 15030, 15040, 15070, 16070 and 68010 to 68030 except when at least one of his workers only performs tasks related to the activities referred to under these units.								
	An employer classified in this unit cannot also be classified in units 54420, 54430 or 54440 except if he carries out activities referred to under these units in whole or in part elsewhere than on the farm and if at least one of his workers only performs tasks related to the activities referred to under these units. An employer thus classified in units 54420, 54430 or 54440 shall state the wages of a worker who works on								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
10120	<p>the farm on activities referred to under these units with respect to this unit.</p> <p>Breeding of pigs; breeding of sheep; breeding of goats</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . the breeding of pigs; . the breeding of sheep; . the breeding of goats. <p>This unit also refers to:</p> <ul style="list-style-type: none"> . the breeding of animals referred to under this unit for reproduction or insemination; . pig weighing service; . sheep sheering service; . the services related to breeding activities referred to in this unit such as feeding animals. <p>This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> . the artificial insemination of animals. <p>An employer who both operates a dairy cow herd or breeds animals referred to under 10110 and carries out an activity referred to under this unit cannot be classified in this unit for this activity unless at least one of his workers only performs tasks related to the activities referred to</p>	5.28	4.91	0.3657	0.3607	0.3210	1.4168	1.4168	1.4168

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
10150	<p>under these units.</p> <p>An employer classified in this unit cannot also be classified in units 54420, 54430 or 54440 except if he carries out activities referred to under these units in whole or in part elsewhere than on the farm and if at least one of his workers only performs tasks related to the activities referred to under these units. An employer thus classified in units 54420, 54430 or 54440 shall state the wages of a worker who works on the farm on activities referred to under these units with respect to this unit.</p> <p>Growing of fruit, vegetables or fine herbs in a greenhouse; growing of ornamental plants; growing of trees or shrubs; operating an orchard; maple growing</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . the growing of fruit, vegetables or fine herbs in a greenhouse; . the growing of ornamental plants such as foliage plants or flowers; . the growing of trees or shrubs; . the operation of an apple, pear, plum or cherry orchard; . maple growing. <p>This unit also refers to:</p> <ul style="list-style-type: none"> . the growing of reforestation plants; . the growing of grapes. <p>This unit also refers to the following activity when done by the workers</p>	3.75	3.42	0.2520	0.2756	0.2494	1.0117	1.0117	1.0117

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	butchering also takes place.								
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	· the processing of animal by-products other than for human consumption such as:								
	· fat;								
	· bones;								
	· feathers;								
	· blood;								
	· entrails.								
	Wholesaling refers to the trade in goods for resale or for commercial, industrial, institutional or professional use.								
	This unit does not refer to:								
	· the breeding of animals;								
	· the dyeing of leather or fur.								
	An employer who does in the same building both animal slaughtering and butchering and an activity referred to under 15020 is classified in this unit for these activities.								
15020	Manufacturing luncheon meats; meat, fish or seafood processing; manufacturing ready-made dishes	3.71	3.38	0.3470	0.3690	0.3070	1.0300	1.0300	1.0300

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
15030	Manufacturing food for animals; mixing or processing of grains	2.85	2.54	0.2367	0.1894	0.1905	0.6437	0.6437	0.6437
	This unit refers to:								
	<ul style="list-style-type: none"> . the manufacture of food for animals; . the mixing or processing of grains by operations such as: <ul style="list-style-type: none"> . sieving; . milling; . cleaning; . drying. 								
	This unit also refers to:								
	<ul style="list-style-type: none"> . the processing of animal by-products other than for human consumption such as : <ul style="list-style-type: none"> . fat; . bones; . feathers; . blood; . entrails; . disposal. 								
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	<ul style="list-style-type: none"> . the manufacture of nursing feed for young animals. 								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
.	chocolate;								
.	chewing gum;								
.	honey products.								
	This unit also refers to:								
.	the manufacture of maple products such as:								
.	butter;								
.	syrup;								
.	sugar;								
.	toffee;								
.	the processing of honey;								
.	the manufacture of sugar;								
.	the manufactures of syrups for beverages such as:								
.	pop;								
.	slushes;								
.	the manufacture of flavour crystals;								
.	the manufacture of pasta;								
.	the manufacture of ready-to-eat cereals;								
.	the manufacture of dough for pastry or bakery products;								
.	the preparation of flour-based mixes for products such as:								
.	cookies;								
.	pancakes;								
.	cakes;								
.	muffins;								
.	the manufacture of granola bars or dietetic food in bars or in powder.								
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
16020	Manufacturing rubber products This unit refers to: <ul style="list-style-type: none"> . the manufacture of rubber products. This unit also refers to: <ul style="list-style-type: none"> . the composition of rubber; . the application in the workshop of a rubber coating to products such as rolls, tanks or other industrial or commercial parts. This unit does not refer to: <ul style="list-style-type: none"> . the manufacture of stitched rubber clothing; . the stripping of tires or other recyclable materials; . the sorting of recyclable materials or objects; . the installation of manufactured products. 	3.86	3.53	0.3462	0.3370	0.3070	1.0127	1.0127	1.0127
16030	Manufacturing plastic bags This unit refers to: <ul style="list-style-type: none"> . the manufacture of plastic bags. This unit also refers to: <ul style="list-style-type: none"> . the manufacture of plastic film when the employer manufactures plastic bags. 	2.98	2.68	0.2068	0.2356	0.1898	0.7703	0.7703	0.7703

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2015	2016	2017	2014	2015
.	<ul style="list-style-type: none"> · dietary minerals; · the manufacture of homeopathic remedies; · the manufacture of essential oils; · the conditioning or bottling of the products referred to under this unit; · the manufacture of food additives such as flavours, colorants or preservatives; · the manufacture of tobacco products. 							
.	This unit does not refer to:							
.	<ul style="list-style-type: none"> · the manufacture of body hygiene and care products made of textiles; · the manufacture of functional foods such as soybean beverages or margarine enriched with phytosterols; · the picking of raw materials used in the manufacture of the products referred to under this unit; · the breeding of animal species or the growing of plant species used in the manufacture of the products referred to in this unit. 							
16080	<ul style="list-style-type: none"> · Manufacturing cleaning or maintenance products; manufacturing adhesives; manufacturing ink; manufacturing coating products; manufacturing fertilizers <p>This unit refers to:</p> <ul style="list-style-type: none"> · the manufacture of household or industrial cleaning or maintenance products, such as cleaning products, strippers, disinfectants, detergents or fabric softeners · the manufacture of adhesives; 	2.10	1.81	0.1091	0.1169	0.1195	0.3740	0.3740

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
16090	<p>An employer who both manufactures and processes lubricating greases and oils is classified in this unit for these activities.</p> <p>Synthetic resin manufacturing; crude oil refining; petrochemical products manufacturing; chemical products manufacturing; ammunition manufacturing; explosives manufacturing</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . the manufacturing of synthetic resins such as melamine, polypropylene, urea-formaldehyde or polyethylene resins from gaseous or liquid raw materials that do not come from recovered material; . crude oil refining; . the manufacturing of petrochemical products such as ethylene, propylene, benzene, toluene or xylene; . the manufacturing of chemical products such as sodium chlorate, hydrogen peroxide, ferric chloride, naphthalene oil, styrene, catalysts, iodine or plasticising salts using such processes as cracking, electrolysis or distillation; . the manufacturing of ammunition; . the manufacturing of explosives. <p>This unit also refers to:</p> <ul style="list-style-type: none"> . the manufacturing of synthetic pigments; . the manufacturing of alkalis such as potassium, ammonia or caustic soda; . the manufacturing of halogens such as fluorine, chlorine, bromine or iodine; 	0.93	0.68	0.0752	0.0745	0.0570	0.1778	0.1778	0.1778

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
.	the finishing of fabrics such as dyeing, calendaring, decatizing or flocking;								
.	the finishing of clothing such as dyeing or fading.								
	This unit also refers to:								
.	manufacture of carpet made of textile materials;								
.	the twisting, re-twisting or winding of thread made of fibres;								
.	the texturizing of thread made of fibres such as twisting, crushing or compression;								
.	the manufacture of rope or string;								
.	the manufacture of woven or needle punched felt;								
.	the manufacture of wigs or hairpieces;								
.	the manufacture of tapes, elastic bands, lace, rope, laces or belt-webbing by weaving, binding or knitting;								
.	the manufacture of knitted pieces of clothing such as sleeves, collars or cuffs, which do not require sewing activities;								
.	the manufacture of fire hoses;								
.	the manufacture of nets from textile materials by binding, knitting or tying;								
.	the embroidery of fabrics;								
.	the coating of fabrics with materials such as polyurethane, ethylene-acetate, plastic, glue, urethane or vinyl;								
.	the dyeing of leather or fur;								
.	the manufacture of dental floss from string made of textile materials.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2015	2016	2017	2014	2015
	structure. Integrated furnishings refer to a set of products generally installed permanently and arranged to complement or to create a décor such as cabinets, counters, storage cabinets or display racks, as well as the accompanying mouldings or other decorative elements made of wood. An employer who engages in an activity referred to under this unit and in the manufacture of furniture made of wood or having a wood structure is classified in this unit for these activities. This unit does not refer to: . the installation of manufactured products.							
18070	Mass producing furniture or furniture frames made of wood or having a wood structure; manufacturing mattresses or box springs This unit refers to: . the mass production of furniture or furniture frames made of wood or having a wood structure; . the manufacture of mattresses or box springs.	2.44	2.14	0.2063	0.2372	0.2103	0.6129	0.6129
19010	Manufacturing, installation of commercial signs or exhibition stands This unit refers to: . the manufacture and installation of commercial signs; . the manufacture and installation of exhibition stands.	4.68	4.33	0.2759	0.2863	0.2079	1.1200	1.1200

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2015	2016	2017	2014	2015
.	reprography;							
.	binding, whether artisanal or commercial, and the other finishing operations such as gilding or embossing;							
.	the manufacture of paper or paperboard office supplies, such as writing, pads, note pads, forms, folders, order books, index cards, labels, envelopes, continuous feed forms, exercise booklets, rolls of paper for cash registers, mobile sheet separators, agendas or sheets for ring binders.							
	This unit also refers to:							
.	the manufacture of paperboard or vinyl-covered paperboard ring binders or photo album;							
.	the assembly of sample catalogues such as wallpaper, carpets, hair or paint shades;							
.	the restoration of books;							
.	the manufacture of folding boxes made out of non-corrugated paperboard;							
.	the transformation of paper into wrapping paper or wallpaper;							
.	the manufacture of embroidered articles such as badges and decorative articles;							
.	embroidery on clothing;							
.	the copying of CDs or DVDs;							
.	the lamination of documents;							
.	the manufacture of rubber stamps for offices;							
.	mail-out preparation services;							
.	inserting service;							
.	the bagging of publicity documents.							
	This unit also refers to the following activities when done by the							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> . wood planing or wood piece cutting services; . the application in the plant or workshop of products such as paint or varnish, to wood or wood products when the employer treats the wood, whether or not under pressure. <p>An employer who trades in wood and who also dries wood is classified in this unit for the trade in this wood.</p> <p>An employer classified under this unit can also be classified in exceptional units 34410, 90010 and 90020.</p>								
34030	<p>Manufacturing or assembling pallets or containers made of wood used in the handling and transportation of merchandise; manufacturing wooden fences; manufacturing roof trusses, joists or rafters made of wood</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . the manufacture or assembly of wood pallets or containers used in the handling and transportation of merchandise; . the manufacture of wooden fences; . the manufacture of roof trusses, joists or rafters made of wood. <p>This unit also refers to:</p> <ul style="list-style-type: none"> . the manufacture of components of pallets, containers or fences made of wood; . the repair and recycling of pallets or containers made of wood; . the manufacture of reels made of wood; . the manufacture of pools made of wood; 	6.67	6.27	0.5219	0.5988	0.5760	1.4172	1.4172	1.4172

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<p>the manufacture in the plant or workshop of wood frame house panels when the employer manufactures roof trusses, joists or rafters made of wood.</p> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> the installation of manufactured products. <p>An employer classified under this unit can also be classified in exceptional units 34410, 90010 and 90020.</p>								
34200	<p>Manufacturing paper pulp; manufacturing paper and paperboard; manufacturing wood fibre boards</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> the manufacture of paper pulp; the manufacture of paper, paperboard, felt paper; the manufacture of wood fibre insulation boards. <p>This unit also refers to:</p> <ul style="list-style-type: none"> the manufacture of cores for paper rolls for its own purposes; the production of electricity for its own purposes; the manufacture of chemicals for its own purposes. <p>This unit also refers to the following activities when they are done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p>	1.53	1.26	0.1056	0.1075	0.0807	0.3096	0.3096	0.3096

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
Exceptional unit 34410	Transportation This unit includes the services of workers who transport, as truck drivers, bark, wood chips, logs, tree-length wood, timber, gravel, paper or other similar material. This unit also includes the loading of wood performed by the truck driver where it is performed during transportation activities.	5.46	5.09	0.2112	0.3407	0.3298	0.7670	0.7670	0.7670
35010	Manufacturing freestone products This unit refers to: <ul style="list-style-type: none"> the manufacture of freestone products such as grave monuments, furniture, slabs or curbs. Freestone refers to such stones as granite, marble or slate. This unit also refers to: <ul style="list-style-type: none"> the cutting, grinding, shaping or finishing of freestone. This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit: <ul style="list-style-type: none"> stone engraving. 	5.15	4.79	0.3958	0.4301	0.2694	1.1342	1.1342	1.1342

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
35020	<p>This unit does not refer to:</p> <ul style="list-style-type: none"> . the installation referred to under units 80030 to 80250. Manufacturing ready-mixed concrete; manufacturing asphalt <p>This unit refers to:</p> <ul style="list-style-type: none"> . the operation of a stationary or mobile ready-mixed concrete manufacturing plant; . the operation of a stationary or mobile asphalt manufacturing plant. <p>This unit also refers to:</p> <ul style="list-style-type: none"> . the delivery of ready-mixed concrete; . the mixing and bagging of sand-cement, cold asphalt or dry concrete; . the manufacture of monolithic refractory products. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> . the pumping of concrete; . the operation of a quarry; . cement, concreting and paving work as well as the installation of manufactured products. 	4.44	4.09	0.2250	0.2344	0.2131	1.0695	1.0695	1.0695
35030	<p>Manufacturing concrete products</p> <p>This unit refers to:</p>	4.19	3.85	0.3462	0.3884	0.3435	1.0835	1.0835	1.0835

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<p>the manufacture of concrete products, whatever their composition, such as pipes, bricks or blocks;</p> <p>the manufacture of concrete structural or architectural elements.</p> <p>This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> the manufacture of ready-mixed concrete. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> the installation of manufactured products. 								
35040	<p>Transforming and finishing glass</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> the transformation of flat glass into in particular tempered, curved or rolled glass; the manufacture of cut glassware products such as aquariums, glass doors without framing or tables; the manufacture of decorative glass products; the manufacture of stained glass; the manufacture of mirrors; glass or mirror work such as cutting, polishing, beveling, drilling, foresting, sanding or engraving; the manufacture of sealed glass units. 	2.86	2.56	0.2896	0.3085	0.1813	0.7735	0.7735	0.7735

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
36050	<p>the installation of manufactured products.</p> <p>Manufacturing metal products by stamping, machining or forging</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> sheet metal work by mechanical processes such as : moulding, die stamping, stamping and cutting to manufacture products other than machines or equipment; the use of dies to transform a piece of metal, in particular to lengthen it, crush it or drill it; the heat-assisted forging of metal parts other than machines or equipment; the manufacture by machining of metal parts other than machines or equipment. <p>This unit also refers to:</p> <ul style="list-style-type: none"> the manufacture of screws, nuts, bolts and rivets; the manufacture of metal powder products including sintering operations; the manufacture by machining of aircraft parts; the manufacture and refurbishing of jacks; the manufacture of industrial moulds and dies by machining; the manufacture of ball bearings, roller bearings and needle bearings; the refurbishing of parts for automobiles such as brakes, transmission or steering parts, in particular by the following operations : <ul style="list-style-type: none"> the disassembly of used parts and their refurbishing, in 	2.30	2.00	0.1820	0.1896	0.1644	0.5078	0.5078	0.5078

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
36060	Manufacturing metal wire products	3.27	2.96	0.3618	0.3333	0.3233	0.7751	0.7751	0.7751
	This unit refers to:								
	<ul style="list-style-type: none"> . the manufacture by cold drawing of metal wire using drawing stock that is not produced in the same building, whether or not the employer has the wire undergo other operations, for example to insulate it; . the insulation of electric or communication wires and cables, when the metal wire or optical fibre is not produced in the same building; . the manufacture of products such as cables, springs, nails, fences made out of wire or metal rods that are not produced in the same building; . the manufacture of metal wire furniture. 								
	This unit also refers to:								
	<ul style="list-style-type: none"> . the manufacture of reinforcement mesh; . the operation of a bending yard elsewhere than on the work site or on the job. 								
	This unit does not refer to:								
	<ul style="list-style-type: none"> . the manufacture of wire or metal rod products by machining or forging; . the installation referred to under units 80030, 80100 and 80170. 								
	An employer who manufactures furniture or furnishings that are								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
36070	<p>composed of both metal wire and other materials, and an employer who manufactures both furniture or furnishings made out of metal wire and furniture and furnishings made out of other materials are classified under unit 18050 for these activities.</p> <p>Manufacturing doors and windows made out of metal, shopwindows, hothouses made out of metal, metal garage doors; manufacturing architectural products by cutting and assembling metal extrusions and tubular metal; manufacturing doors and panels of refrigerated rooms; manufacturing banisters, fences and railings made out of aluminum</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . the manufacture of metal doors with or without windowpanes and windows such as: <ul style="list-style-type: none"> . residential doors and windows; . doors and windows for office buildings, commercial, industrial or institutional establishments; . patio-doors; . folding doors and gates for commercial and public buildings; . doors and windows for transportation equipment; . the manufacture of the following products when they are made out of metal : sills, door and window frames, screens, mouldings and trims; . the assembly of screens; . the manufacture of shopwindows, wall curtains, skylights, venting windows, solariums, atria, bus shelters and gatehouses; . the manufacture of metal hothouses; . the manufacture of metal garage doors, metal hangar doors, 	3.88	3.55	0.3743	0.3293	0.3123	1.0480	1.0480	1.0480

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
36080	<p>and 80160;</p> <ul style="list-style-type: none"> . the manufacture of fabrics and sewing work; . the manufacture of outdoor metal siding; . the manufacture of ornamental iron products; . the manufacture in a foundry of products referred to under this unit; . the manufacture by extrusion of forms such as a extruded shapes. <p>Painting in the workshop of metal products; plating and heat treatment of metals in the workshop</p> <p>This unit refers to the following work when done in the workshop, elsewhere than on the work site or on the job:</p> <ul style="list-style-type: none"> . the application on metal products of dry or liquid paint by spraying or other processes, including painting by electrostatic process; . the coating and plating of metal products, including the plating of precious metals; . the heat treatment of metals and metal products. <p>This unit also refers to the following work when done in the workshop, elsewhere than on the work site or on the job:</p> <ul style="list-style-type: none"> . protective coating by using a metal spray gun; . the enameling of metal products; . the polishing of metal; . the sandblasting of metal; . the plating and heat treatment of airplane parts. 	5.48	5.10	0.4978	0.5801	0.3927	1.5527	1.5527	1.5527

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
.	the manufacture of stalls, cages and paddocks using tubular metal; the manufacture of forklifts.								
.	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	the manufacture of forks, picks and hitches for heavy equipment;								
.	the manufacture of farm ventilation systems.								
.	This unit does not refer to:								
.	the manufacture in a foundry of products referred to under this unit;								
.	the manufacture of farm buildings;								
.	the manufacture of wooden floors for trailers by an employer who does not manufacture trailers;								
.	the manufacture of reinforced plastic trailers;								
.	the manufacture of reinforced plastic baskets by an employer who does not manufacture the aerial basket;								
.	the rewinding of electric motors of locomotives;								
.	the manufacture of truck boxes made out of reinforced plastic;								
.	the manufacture of silos;								
.	the manufacture of wire mesh containers.								
36110	Manufacturing boilers and metal tanks; manufacturing heavy industrial machines and equipment	3.79	3.46	0.3398	0.2956	0.2619	0.8313	0.8313	0.8313

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> . the manufacture of packaging machines; . the manufacture of mechanized hand tools; . the manufacture of snow blowers for the home. <p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> . the manufacture of dies; . the manufacture and assembly of industrial piping elsewhere than on the work site or on the job; . the manufacture of metal counters. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> . the manufacture of tanks; . the installation referred to under units 80080 and 80250; . the manufacture of products on the work site or on the job; . the manufacture in the foundry of products referred to under this unit. 								
36140	<p>Manufacturing and refurbishing transformers; manufacturing electric motors, generators, alternators, generating sets; rewiring of electric motors, alternators and starters</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . the manufacture and refurbishing of power, switchboard and voltage transformers; . the manufacture of electric motors; 	1.96	1.68	0.1488	0.1211	0.0858	0.4046	0.4046	0.4046

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2015	2016	2017	2014	2015
	This unit also refers to:							
	. the manufacture of battery chargers;							
	. the assembly of traffic lights;							
	. the manufacture of auditory prostheses;							
	. the manufacture of optic fibre.							
	This unit does not refer to:							
	. the installation referred to under units 69960 and 80030 to 80250;							
	. the manufacture of machines, devices or equipment controlled by a device or system, the manufacturing of which is referred to under this unit;							
	. the manufacture in the foundry of products referred to in this unit.							
36160	Manufacturing aircraft	1.10	0.84	0.0755	0.0804	0.0680	0.2461	0.2461
	This unit refers to:							
	. the manufacture of aircraft.							
	This unit also refers to:							
	. the manufacture of the following parts for aircraft : ailerons, wings, landing gear, fuselage, gas turbines;							
	. the manufacture and overhauling of aircraft engines;							
	. major modifications to aircraft systems or equipment;							
	. mechanical maintenance and refurbishing of aircraft when							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
54010	<p>casting of non-ferrous metal parts and in an activity referred to under unit 36310 or unit 36320 is classified in this unit for these activities.</p> <p>Trading in or renting indoor or outdoor furniture for the home, the office, or commercial, industrial or institutional establishments; trading in antique furniture; trading in or renting big home appliances; trading in, renting or repairing audio and video equipment; repairing small or big home appliances</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . the trade in or rental of indoor or outdoor furniture for the home, the office, the office or commercial, industrial or institutional establishments; . the trade in antique furniture; . the trade in or rental of big home appliances, such as : <ul style="list-style-type: none"> . freezers; . stoves; . dishwashers; . washers and dryers; . refrigerators; . the trade in, rental or repair of audio and video equipment; . the repair of small or big home appliances. <p>This unit also refers to:</p> <ul style="list-style-type: none"> . the trade in, rental or repair of stage lighting and public address equipment; . the trade in, rental or repair of vending machines offering food products, toys or cigarettes; 	2.41	2.12	0.1345	0.1652	0.1493	0.5795	0.5795	0.5795

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio		Second-level experience ratio	
				2015	2016	2014	2015
.	the trade in, rental or repair of can or bottle recycling machines;						
.	the trade in refrigerated cabinets or counters;						
.	the trade in coffins or urns;						
.	the trade in, rental or repair of arcade games;						
.	the repair of video lottery terminals;						
.	the trade in parabolic antennas;						
.	the rental of exhibition stands;						
.	the trade in or repair of commercial kitchen machines and equipment, such as :						
.	cooking appliances, stoves and ovens;						
.	appliances for reheating food;						
.	dishwashers;						
.	the trade in or rental of automatic bank tellers;						
.	the repair or maintenance of systems, other than central, refrigeration or air conditioning systems.						
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of trading or renting activities referred to under this unit:						
.	the trade in or rental of interior decorating accessories, vacuum cleaners, small household appliances, floor covering, lighting fixtures or air conditioners;						
.	the trade in antiques;						
.	the trade in compact discs, software or DVDs;						
.	the trade in commercial cooking accessories, such as :						
.	dishware;						
.	cookware;						
.	utensils.						

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2015	2016	2017	2014	2015
	This unit does not refer to:							
	. the manufacture of blinds;							
	. the transformation and finishing of glass;							
	. the installation when it is referred to in units 80030 to 80250;							
	. the trade in machines and equipment for packaging and bottling;							
	. the trade in body hygiene and care products;							
	. the recycling, sorting and resale of cardboard.							
54040	Trading in clothing or clothing accessories; trading in shoes; trading in luggage or leatherscraft	1.23	0.97	0.0798	0.0827	0.0667	0.2992	0.2992
	This unit refers to:							
	. the trade in clothing or clothing accessories;							
	. the trade in shoes;							
	. the trade in luggage and leatherscraft.							
	This unit also refers to:							
	. the trade in sports apparel and shoes, such as :							
	. bathing suits;							
	. figure skating outfits;							
	. hockey sweaters;							
	. ballet shoes;							
	. ceremonial ware and costume rental service;							
	. storage service for clothing and clothing accessories made of fur;							
	. the trade in wigs or hairpieces.							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio		Second-level experience ratio	
				2015	2016	2014	2015
	the same building, such as :						
	. small electrical appliances or audio and video equipment;						
	. dishware, glassware or cutlery;						
	. sports or gardening articles;						
	. seasonal articles or tools;						
	. parts, supplies and accessories for automobiles;						
	. one-price stores engaging under one roof in the trade in a variety of low-cost merchandise, such as :						
	. dishware, glassware and cutlery;						
	. games, toys or handicraft supplies;						
	. office supplies, gift wrapping supplies or greeting cards;						
	. seasonal articles;						
	. food stuffs.						
	This unit also refers to:						
	. the retail trade in food, equipment or supplies for pets such as dogs, cats or budgies;						
	. the placing of merchandise on shelves;						
	. the operation of stands or squad services for promotional activities such as:						
	. the tasting of food products;						
	. the distribution of samples, posters or documents;						
	. the demonstration of products;						
	. the trade in a varied range of promotional items, such as :						
	. agendas;						
	. calendars;						
	. clothing;						
	. key-rings;						
	. cups.						

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	. the trade in trees, bushes, plants or flowers.								
	Retail trade refers to mainly selling goods to consumers for personal or home use.								
	This unit does not refer to:								
	. a photography service or a film printing and development service;								
	. pet grooming or boarding services;								
	. the activities referred to in unit 54350;								
	. the retailing of gasoline or diesel fuel;								
	. the cutting, making, preparation or processing of food stuffs intended for sale.								
	This unit also refers to the printing by transfer or by using specialized printers when it is done by workers of an employer as part of the carrying out by this employer of the trade in a variety of promotional items.								
54060	Trading in dishes, pottery, knick-knacks, glassware, cutlery, utensils or cookware; trading in or lending of games or toys; trading in or repairing jewellery; operating a jewellery store; trading in posters, paintings, frames or materials for artists; framing service for canvasses, documents or posters; trading in records, cassettes, compact discs, DVDs or software; operating a video club; trading in or distribution of	1.26	0.99	0.0706	0.0774	0.0855	0.2717	0.2717	0.2717

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio		Second-level experience ratio	
				2015	2016	2017	2014
.	trailers, worksite trailers, fifth wheel trailers or camper bodies;						
.	the trade in, rental or mechanical repairs to boats with a motor, such as :						
.	. yachts;						
.	. pleasure pontoons;						
.	the trade in, rental or repair of machines and equipment for outdoor household maintenance work or landscaping work, such as :						
.	. cultivators;						
.	. roto spaders;						
.	. chainsaws;						
.	. snowblowers;						
.	. hedge trimmers or edge trimmers;						
.	. garden tractors or lawnmowers;						
.	the trade in, rental or repair of power tools, such as :						
.	. drills;						
.	. sanders;						
.	. saws;						
.	. sharpeners;						
.	. drill presses;						
.	. table saws;						
.	the rental of a variety of machines and equipment for outdoor home maintenance work or landscaping work or tools.						
.	This unit also refers to:						
.	. the trade in, rental or repair of outboard motors;						
.	. the trade in or rental of sailboats;						
.	. a rental centre for a variety of articles or equipment for						

Unit Number	Unit Title	First-level experience ratio			Second-level experience ratio		
		2015	2016	2017	2014	2015	2016
54090	Trading in connection or communication devices, electric or electronic parts or components; trading in measurement, calibration or control instruments; trading in sanitary appliances; trading in heating equipment; trading in woodstoves or prefabricated fireplaces; trading in air conditioning equipment	1.43	0.0760	0.0716	0.2848	0.2848	0.2848
	This unit refers to:						
	the trade in connection or communication devices, electric or electronic parts or components, such as :						
	· switches;						
	· chips or microprocessors;						
	· printed circuit boards;						
	· connectors or other connection elements;						
	· semi-conductors;						
	· electric fuses;						
	· breakers;						
	· electric light bulbs;						
	the trade in measurement, calibration or control instruments, such as :						
	· water metres;						
	· gages;						
	· thermostats;						
	the trade in sanitary appliances, such as :						
	· bathtubs;						
	· toilet bowls and tanks;						
	· sinks;						
	· urinals;						
	the trade in heating equipment, such as :						
	· space-heaters;						

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2015	2016	2017	2014	2015
54210	camping, outdoor or bicycling articles or equipment and in the trade in sporting, camping, outdoor or bicycling clothing or shoes is classified in this unit for these activities. Trading in metals or alloys in primary or laminated forms; operating a metal or alloy cutting workshop This unit refers to: <ul style="list-style-type: none"> . the trade in metals or alloys in primary or laminated forms, such as : <ul style="list-style-type: none"> . pig; . ingots; . billets; . sheets; . the operating of a metal or alloy cutting workshop. This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of the trade in metals or alloys: <ul style="list-style-type: none"> . the cutting of metals or alloys. This unit does not refer to: <ul style="list-style-type: none"> . the operation of a welding workshop; . the manufacture of reinforcement mesh; . the operation of a scrapping workshop; . the manufacture of metal framing members. 	4.14	3.80	0.2849	0.2518	0.2641	0.9890	0.9890

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2015	2016	2017	2014	2015
54220	<p>An employer who cuts both metal sheets referred to in unit 36050 and other primary or laminated forms of metal or alloy is classified in this unit for these activities.</p> <p>Trading in, renting or repairing farm tractors; trading in, renting or repairing farm equipment for working the land and crops; trading in, renting or repairing heavy equipment for construction, mining, oil or gas development, logging or road maintenance; trading in, renting or repairing forklifts; trading in, renting or repairing mobile lifting devices</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . the trade in, rental or repair of farm tractors; . the trade in, rental or repair of farm machines and equipment for working the land and crops, such as : <ul style="list-style-type: none"> . seed drills; . crop sprayers; . combine reaper-threshers; . planting machines; . reaping machines; . baling machines; . the trade in, rental or repair of heavy equipment for construction, mining, oil and gas development, logging, or road maintenance, such as : <ul style="list-style-type: none"> . excavators; . loaders; . graders; . off-road heavy trucks; . vibrating steel-wheeled rollers; . street sweepers; 	2.48	2.19	0.1786	0.1833	0.1452	0.5387	0.5387

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2015	2016	2017	2014	2015
.	the trade in, rental or repair of forklifts;							
.	the trade in, rental or repair of mobile lifting devices, such as : <ul style="list-style-type: none"> . aerial baskets; . mobile elevating platforms. 							
	This unit also refers to:							
.	the rental of scaffolding or bleachers;							
.	the trade in or rental of equipment that can be attached to farm tractors, heavy equipment, forklifts or mobile lifting devices, such as : <ul style="list-style-type: none"> . buckets; . mechanized grapples or scissors; . non-domestic snowblowers; . grader or snow plow blades; 							
.	the trade in parts for farm tractors, heavy equipment, forklifts or mobile lifting devices;							
.	the trade in or rental of locomotives or freight cars;							
.	the trade in or rental of containers.							
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:							
.	the trade in, rental or repair of household machines and equipment used for maintenance or landscaping work, such as : <ul style="list-style-type: none"> . rotary cultivators; . roto spaders; . chainsaws; . snowblowers; 							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> . hedge trimmers or edge trimmers; . lawn tractors; . the rental of tools; . the trade in or rental of trailers; . the trade in hoists or shelves; . the repair of containers; . the trade in or rental of wood pallets. 								
	This unit does not refer to:								
	<ul style="list-style-type: none"> . the installation of scaffolding or bleachers; . the rental, with an operator, of farm tractors, heavy equipment, forklifts or mobile lifting devices; . the rental, with installation, of stationary cranes; . the operation of a mobile welding unit; . the repair of locomotives or freight cars; . the repair of wood pallets; . the operation of a body shop. 								
	An employer who performs in the same building an activity referred to under this unit and an activity referred to in unit 54080 is classified in this unit for these activities.								
54230	Trading in or renting heavy industrial machines and equipment; trading in or renting machines and equipment for the manufacturing industry; trading in or renting farm machines and equipment other than for working the land or crops; trading in or renting stationary lifting or handling equipment	1.19	0.93	0.0620	0.0439	0.0638	0.1525	0.1525	0.1525

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> . the trade in, rental, maintenance or installation of equipment, such as : <ul style="list-style-type: none"> . burners; . furnaces or floor furnaces; . barbecues or ranges; . water heaters or heat pumps; . tanks or bottles; . the trade in fire protection equipment, such as : <ul style="list-style-type: none"> . emergency light fixtures; . hoses; . alarms; . the bottling of sold products. 								
	<p>An employer who engages both in the trade in pyrotechnical devices or explosives and in the presentation of pyrotechnical shows is classified in this unit for these activities.</p> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> . chimney sweeping service; . the trade in maintenance or cleaning products; . the trade in pest control products; . work related to pipefitting, plumbing, sheet metal work, electricity or electronics; . the installation of underground tanks; . the trade in coating products. 								
54250	Trading in food for farm animals; trading in seeds, seeds for sowing or mixed or unmixed cereal crops; trading in pest control products; trading in domestic animals; pet grooming service	2.49	2.19	0.2256	0.1747	0.1573	0.8189	0.8189	0.8189

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio		Second-level experience ratio			
				2015	2016	2017	2014	2015	2016
	the purposes of the carrying out by this employer of an activity referred to in units 54350 or 54360.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	. the trade in maintenance products for automobile vehicles, such as :								
	. waxes;								
	. soaps;								
	. additives;								
	. antifreeze;								
	. oils;								
	. lubricants;								
	. the trade in tires;								
	. the trade in automobile vehicle plant.								
	This unit does not refer to:								
	. the repair or installation of sold products.								
54350	Trading in or installing tires or tubes; operating an automobile vehicle repair workshop; automobile vehicle road service or towing service; recycling with the trade in used automobile vehicle parts and accessories; operating an automobile vehicle muffler components installation workshop; operating an automobile vehicle suspension repair workshop	3.97	3.64	0.2895	0.2842	0.2454	0.9311	0.9311	0.9311

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
.	the retail trade in coffee, tea or herbal tea;								
.	the retail trade in spices;								
.	the retail trade in pastry products;								
.	the retail trade in bakery products;								
.	the retail trade in confectionery products;								
.	the retail trade in nuts;								
.	the retail trade in cheese;								
.	the operation of an automatic car wash.								
	<p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to in this unit:</p> <ul style="list-style-type: none"> . the cooking of dough for pastry or bakery products; . the rental of films or video game software; . the retail trade in ready-made products; . the retail trade in products for automobile vehicles such as: <ul style="list-style-type: none"> . oil; . windshield wiper fluid; . maintenance or cleaning products. 								
	<p>Retail trade refers to mainly selling goods to consumers for personal or home use.</p>								
	<p>This unit does not refer to:</p> <ul style="list-style-type: none"> . the roasting of coffee; . the manufacture of ready-made dishes except for sandwiches when they are manufactured as part of the carrying out by the employer of activities referred to in this unit; 								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
54440	<p>the activities referred to in units 68010 and 68020.</p> <p>Trading in body hygiene and care products; trading in drugs</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> the trade in body hygiene and care products, for human or animal use, such as: <ul style="list-style-type: none"> cosmetics; toothpastes; lotions; perfumes; hair products; soaps; the wholesale trade in prescription or over-the-counter drugs, for human or animal use, such as: <ul style="list-style-type: none"> analgesics; anesthetics; antibiotics; anti-inflammatory; antiseptics; hormones; the operation of a drugstore. <p>This unit also refers to:</p> <ul style="list-style-type: none"> the trade in nutraceutical products such as: <ul style="list-style-type: none"> black radish vials; probiotic yoghourt capsules; lycopene capsules; 	0.95	0.69	0.0517	0.0571	0.0573	0.1728	0.1728	0.1728

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
55060	<p>transport of merchandise referred to under this unit is classified under this unit for these activities.</p> <p>Moving services</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . the moving of used goods by truck. <p>This unit also refers to:</p> <ul style="list-style-type: none"> . the transport of works of art by truck; . the moving of used institutional or commercial material by truck; . the moving of institutional or commercial furniture including the assembly and disassembly of this furniture; . the hiring of the services of movers or material handlers within the context of the activities referred to under this unit. <p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> . mechanical maintenance; . storage services; . packing and unpacking. 	14.64	14.03	0.8257	0.7027	0.6841	3.8447	3.8447	3.8447
55070	Transport by dump truck; snow removal	5.09	4.73	0.2459	0.2290	0.2333	1.1809	1.1809	1.1809

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2015	2016	2017	2014	2015
	<ul style="list-style-type: none"> . messenger services or services related to the delivery of letters, documents, small parcels or objects weighing less than 40 kilograms. <p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> . transport by air of letters, documents or small parcels; . transport of letters, documents or small parcels between warehouses, sorting or distribution centres; . mechanical maintenance; . storage services. 	1.53	1.26	0.0808	0.0891	0.0812	0.3092	0.3092
57010	<p>Television network or station; production of films, publicity films, video clips or television programs; production of music, singing, theatre or dance shows or shows of a similar nature; cinema hall; drive-in; performance hall; organization of periodic events of a cultural, sports or commercial nature; museum; historic site</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . the operation of a television network or station; . the production of films, publicity films, video clips or television programs; . the production of music, singing, theatre or dance shows or shows of a similar nature; . the operation of a cinema hall or drive-in; . the operation of a performance hall; . the organization of periodic events of a cultural, sports or 							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	. the operation of a golf practice course; . restaurant or bar service; . instruction service; . the sale, rental, maintenance or repair of sports equipment; . the rental of rooms.								
	This unit does not refer to: . accommodation services.								
57040	Downhill or cross-country ski centre This unit refers to: . the operation of a downhill ski centre; . the operation of a cross-country ski centre. This unit also refers to: . the operation of a snowmobiling club; . the operation of an ATV club; . the operation of snow slides; . the operation of a traveling circus with a big top; . the operation of a traveling amusement park. This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to in this unit: . restaurant or bar service;	4.17	3.83	0.3888	0.5745	0.3415	1.2128	1.2128	1.2128

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> . instruction service; . the sale, rental, maintenance or repair of sports equipment; . the rental of rooms. 								
	This unit does not refer to:								
	. accommodation services.								
58010	Services related to the environment	4.88	4.52	0.2776	0.2402	0.2174	1.0843	1.0843	1.0843
	This unit refers to:								
	<ul style="list-style-type: none"> . the operation of a sanitary landfill site; . the operation of a garbage incinerator; . pumping service carried out by means of a vacuum truck such as emptying septic tanks, sumps or tanks; . sewer network cleaning service; . service to clean surfaces contaminated by hazardous materials; . the recovery, treatment or elimination of hazardous material or liquid or semi-liquid waste such as greases, soaps, waxes, colorants, acids, cyanides, oils or industrial sludge; . clean-up service carried out in enclosed areas within the meaning of the Regulation respecting occupational health and safety enacted by Order-in-council 885-2001 (2001, G.O. 2, 3888); . soil decontamination service; . rental service with maintenance of portable chemical toilets. 								
	Hazardous material refers to any material which, by reason of its properties, poses a threat to health or the environment and which is								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
58030	<p>the rental of containers used to collect recyclable material and objects or garbage.</p> <p>Provincial detention services</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> the activities carried out by provincial detention services. 	2.43	2.13	0.1624	0.2337	0.1958	0.7485	0.7485	0.7485
58040	<p>Services of the Provincial Administration not otherwise specified in the other units</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> the activities carried out by services of the Provincial Administration such as departments, agencies or the Sûreté du Québec. <p>This unit also refers to:</p> <ul style="list-style-type: none"> the activities carried out by a metropolitan community or a regional county municipality when the employer only performs activities of an administrative nature; the activities carried out by the persons referred to in subsection 3 of section 11 of the Act. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> the activities referred to by another unit when they are carried out by services of the provincial administration. 	0.56	0.31	0.0235	0.0262	0.0233	0.0725	0.0725	0.0725

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
58050	Job creation assistance programs	0.91	0.65	0.0423	0.0380	0.0439	0.1492	0.1492	0.1492
	This unit refers to:								
	the activities carried out by persons who are doing work under an agreement entered into pursuant to section 16 of the Act;								
	the activities carried out by persons referred to in subsection 4 of section 11 of the Act.								
58060	Ministère des Transports du Québec	1.20	0.94	0.0977	0.0827	0.0908	0.2405	0.2405	0.2405
	This unit refers to:								
	the activities carried out by the ministère des Transports du Québec.								
58070	Services of a municipal administration or an Indian band	1.92	1.63	0.1654	0.1573	0.1468	0.4476	0.4476	0.4476
	This unit refers to:								
	the activities carried out by municipalities;								
	the activities carried out by intermunicipal boards;								
	the activities carried out by Indian bands.								
	This unit also refers to:								
	the activities carried out by a metropolitan community or a regional county municipality when the employer performs both activities of an administrative nature and other activities such as the operation of a sanitary landfill site, the operation of a police								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
59030	Residential and long-term care centre	2.44	2.15	0.2538	0.3020	0.2646	0.7236	0.7236	0.7236
	This unit refers to:								
	. the operation of a residential and long-term care centre.								
	This unit also refers to:								
	. the operation of a palliative care centre;								
	. the operation of a convalescence centre.								
59040	Retirement home offering personal assistance; personal assistance services; leasing of the services of orderlies	5.24	4.87	0.4144	0.4862	0.4385	1.6814	1.6814	1.6814
	This unit refers to:								
	. the operation of a retirement home offering personal assistance such as:								
	. assistance with food;								
	. assistance in getting around;								
	. assistance with getting dressed;								
	. assistance with hygiene.								
	. personal assistance services;								
	. the hiring out of the services of attendants staff.								
	This unit also refers to:								
	. the operation of an intermediate resource for seniors, regardless of their mental or physical condition;								
	. the operation of an intermediate resource for persons with								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> . physical disabilities, regardless of their mental condition; the operation of a home for persons with physical disabilities. <p>This unit also refers to the following services when they are provided to a beneficiary by an employer who also offers the beneficiary personal assistance services in the home:</p> <ul style="list-style-type: none"> . accompanying the person during travel; . going shopping in grocery and other stores; . the preparation of meals; . friendship visits. <p>An employer who engages, in the same building, in an activity referred to under this unit and in one or more of the following activities is classified in this unit for these activities:</p> <ul style="list-style-type: none"> . the accommodation of persons benefiting from palliative care; . the accommodation of persons who are convalescing; . the accommodation of persons with mental health problems; . the accommodation of persons with an intellectual impairment or a pervasive development disorder; . the accommodation of seniors without a personal assistance service; . the operation of beds under a residential and extended care centre permit. 								
59050	Home for persons in difficulty; rehabilitation centre for young persons with adjusting problems; rehabilitation centre for mothers with adjusting problems	2.24	1.95	0.1766	0.1698	0.1506	0.5645	0.5645	0.5645

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
59060	Ambulance service	4.90	4.54	0.4105	0.3795	0.3815	1.0767	1.0767	1.0767
	This unit refers to:								
	. the operation of an ambulance service.								
	This unit does not refer to call reception or dispatching activities.								
59070	Practicing medicine; consultation services in the health or social services fields; physical treatment services; optometrist services; services of a dispensing optician	0.80	0.54	0.0350	0.0373	0.0321	0.1348	0.1348	0.1348
	This unit refers to:								
	. the practice of medicine by professionals such as:								
	. dermatologists;								
	. gynecologists;								
	. general practitioners;								
	. ophthalmologists;								
	. prosthodontist-orthotists;								
	. pediatricians;								
	. psychiatrists;								
	. consultation services in the health or social services field by professionals such as:								
	. homeopaths;								
	. nutritionists;								
	. psychologists;								
	. social workers;								
	. physical treatment services offered by professionals such as:								
	. acupuncturists;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
.	chiropractors;								
.	osteopaths;								
.	physiotherapists;								
.	optometry services;								
.	services of a dispensing optician.								
	This unit also refers to:								
.	the manufacture of corrective lenses or contact lenses;								
.	the services of a hearing aid acoustician;								
.	the services of a midwife;								
.	blood donor services;								
.	biological sampling services;								
.	biological sample analysis services;								
.	vocational counselling services;								
.	first aid training;								
.	the operation of a first aid stand;								
.	the operation of a clinic offering the services of professionals referred to under this unit;								
.	the operation of a child and youth protection centre;								
.	alternative justice organizations;								
.	the operation of a family medicine group;								
.	the operation of a radiology laboratory.								

An employer who both carries out first aid training and who engages in the trade in first aid kits is classified under this unit for these activities.

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
59080	Practicing dentistry, practicing veterinary medicine	1.60	1.32	0.0620	0.0623	0.0580	0.3282	0.3282	0.3282
	This unit refers to:								
	<ul style="list-style-type: none"> . the practice of dentistry by professionals such as : <ul style="list-style-type: none"> . dental surgeons; . dentists; . orthodontists; . periodontists; . the practice of veterinary medicine. 								
	This unit also refers to:								
	<ul style="list-style-type: none"> . the operation of a clinic offering the services of professionals referred to under this unit; . animal artificial insemination services; . the manufacture of dental prostheses; . the manufacture of orthodontic appliances; . the manufacture of ocular prostheses. 								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	<ul style="list-style-type: none"> . pet grooming services; . animal boarding services; . the trade in animal food. 								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
59140	Rehabilitation centre for persons suffering from alcoholism or other problems of addiction; rehabilitation centre for mentally impaired persons or persons with a persuasive development disorder. This unit refers to: <ul style="list-style-type: none"> the activities carried out by a rehabilitation centre for persons suffering from alcoholism or other problems of addiction; the activities carried out by a rehabilitation centre for mentally impaired persons or persons with a persuasive development disorder. This unit does not refer to the accommodation of persons carried out by an employer referred to under this unit.	1.23	0.97	0.1237	0.1203	0.1011	0.3335	0.3335	0.3335
59150	Retirement home not offering personal assistance This unit refers to: <ul style="list-style-type: none"> the operation of a retirement home not offering personal assistance. 	4.03	3.70	0.2900	0.3527	0.2949	1.1845	1.1845	1.1845
60100	Primary, secondary or vocational instruction This unit refers to: <ul style="list-style-type: none"> primary, secondary or vocational instruction services. 	0.89	0.64	0.0592	0.0661	0.0632	0.1968	0.1968	0.1968

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
65100	Bank, savings and credit union; insurance company; public insurance or pension organization This unit refers to: <ul style="list-style-type: none"> . the operation of a bank; . the operation of a savings and credit union; . the operation of an insurance company; . the operation of a public insurance or pension organization. This unit also refers to: <ul style="list-style-type: none"> . the operation of a loan or financing company; . the operation of a trust company; . the operation of a pension plan through activities such as the establishment of premiums or the payment of annuities. 	0.51	0.26	0.0133	0.0124	0.0099	0.0508	0.0508	0.0508
65110	Brokerage firm; professional services firm; firm offering administrative support services This unit refers to: <ul style="list-style-type: none"> . the operation of a brokerage firm in such fields as: <ul style="list-style-type: none"> . real estate; . insurance; . mortgages; . securities; . transportation; . customs; . merchandise; 	0.47	0.22	0.0075	0.0077	0.0078	0.0318	0.0318	0.0318

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> . the operation of a cheque cashing agency; . the operation of a business that designs or develops software or software packages; . the operation of a private firm that issues licence plates. <p>An employer who operates an office of a selling agent or a merchandise brokerage firm and who also transports or stores such merchandise is classified under the unit that refers to the trade in this merchandise for all these activities.</p> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> . the transport or storage of merchandise. 								
65120	<p>Traditional or wireless telecommunications network; radio station; advertising agency; survey firm; marketing agency; public relations agency; document publishing business; call centre</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . the operation of a traditional or wireless telecommunications network; . the operation of a radio station; . the operation of an advertising agency; . the operation of a survey firm; . the operation of a marketing agency; . the operation of a public relations agency; . the operation of a business that publishes documents such as newspapers, periodicals, books or records; . the operation of a call centre. 	0.51	0.26	0.0109	0.0125	0.0122	0.0517	0.0517	0.0517

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	This unit also refers to:								
	<ul style="list-style-type: none"> . long-distance telephone services; . the services of an Internet service provider; . the operation of an audio recording or dubbing studio; . the operation of a translation agency; . the operation of a telemarketing agency; . the operation of a press agency; . the operation of an agency that leases advertising space on billboards or other supports; . the operation of a graphic arts, computer graphics, or multimedia business; . the operation of an agency of artists or involved in artistic distribution. 								
	This unit also refers to the trade in or rental of telecommunications equipment when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit.								
	This unit does not refer to:								
	<ul style="list-style-type: none"> . the distribution of documents such as books, newspapers, periodicals or records; . the activities referred to under units 19010, 26050, 54050, 57010, 80030 to 80250. 								
65130	Professional engineering services firm; scientific advisory services firm	0.67	0.42	0.0244	0.0270	0.0214	0.0843	0.0843	0.0843

This unit refers to:

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	This unit also refers to the design and sale of software and software packages when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit.								
	This unit does not refer to:								
	· drilling activities;								
	· the activities referred to under units 14010 to 14030 and 80030 to 80250.								
	An employer classified in this unit is also classified in unit 68040 if the employer scales timber, marks trees in forests or does forest inventories. The employer thus classified declares with respect to this unit the salary of a worker who directly contributes to activities referred to this unit and indirectly to the activities in unit 68040. If the employer is classified only in units 65130 and 68040, the employer also declares with respect to this unit the salary of an ancillary worker.								
	An employer classified in a unit that refers to the manufacture of a good is classified under this unit for his research and development activities carried out in support of his manufacturing activity if at least one of his workers assigned solely to professional, technical or administrative tasks related to these research and development activities works exclusively elsewhere than in a building where manufacturing takes place. Only the wages of such a worker may then be stated by the employer with respect to this unit.								
65140	Security or investigation agency; securities transportation service by armored car	2.35	2.05	0.1595	0.1870	0.1702	0.6481	0.6481	0.6481

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> . the manufacturing of road safety equipment or material; . the transportation, storage and handling of road safety equipment or material. <p>An employer classified in this unit cannot be classified in unit 54080, unless at least one of his workers only performs tasks related to the activities under that unit.</p>								
67100	<ul style="list-style-type: none"> . Associations of businesses, of institutions or of organizations; union organizations; hiring out of the services of office workers <p>This unit refers to:</p> <ul style="list-style-type: none"> . associations of businesses, of institutions or of organizations such as : <ul style="list-style-type: none"> . boards of trade; . associations of public or parapublic institutions; . associations of manufacturers; . union organizations; . hiring out of the services of office workers such as receptionists, secretaries, administrative assistants, accountants, administration technicians, computer technicians. <p>This unit also refers to:</p> <ul style="list-style-type: none"> . the hiring out of the services of white-collar personnel active in the trade in goods or services such as sales persons, representatives or cashiers; . the hiring out of the services of scientific or technical personnel such as laboratory technicians, designers, engineers; 	0.72	0.47	0.0241	0.0239	0.0227	0.0965	0.0965	0.0965

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
67110	Hiring out of the services of warehouse, workshop or factory personnel	6.41	6.01	0.5421	0.5907	0.4724	1.8186	1.8186	1.8186
	This unit refers to:								
	the hiring out of the services of warehouse, workshop or factory personnel:								
	. forklift operators;								
	. material handlers;								
	. day labourers;								
	. labourers;								
	. assemblers;								
	. stationary machinery operators;								
	. welders;								
	. machinists or millwrights.								
	This unit also refers to:								
	. the hiring out of the services of forklift operators, material, handlers, packaging clerks and inventory clerks;								
	. the hiring out of the services of butchers;								
	. the hiring out of the services of mechanical repair shop personnel such as mechanics or bodyworkers;								
	. the hiring out of the services of janitors or housekeeping personnel;								
	. the hiring out of the services of farm workers.								
67120	Hiring out of the services of truckers, delivery drivers or driver helpers	5.69	5.31	0.4244	0.4188	0.4189	1.4140	1.4140	1.4140

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
68010	Restaurant, fast food counter; drinking establishment	1.81	1.53	0.1376	0.1364	0.1271	0.4498	0.4498	0.4498
	This unit refers to:								
	<ul style="list-style-type: none"> . the operation of a restaurant where the serving of alcoholic beverages is only offered when a meal is eaten or is not authorized; . the operation of a fast food counter; . the operation of a drinking establishment. 								
	This unit also refers to:								
	<ul style="list-style-type: none"> . the operation of a discotheque; . the operation of a sugar shack; . the operation of a stationary dairy bar; . services associated with the rental of rooms with catering or alcoholic beverage services; . the making of beer by the operator of a drinking establishment referred to under this unit when the entire production is intended for consumption on the premises of this establishment. 								
	This unit also refers to car attendant services when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit.								
	This unit does not refer to:								
	<ul style="list-style-type: none"> . maple syrup production and the manufacture of maple products. 								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
68020	<p>An employer who does, in the same building, both catering services and the operation of a restaurant, a fast food counter, a drinking establishment, a discotheque or a sugar shack is classified under this unit for these activities.</p> <p>An employer who both offers room rental services with catering and alcoholic beverage services and room rental services without catering or alcoholic beverage services is classified under this unit for these activities.</p> <p>Cafeteria; catering services; mobile canteen; operation of vending machines</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . the operation of a cafeteria; . catering services; . the operation of a mobile canteen; . the operation of vending machines. <p>This unit also refers to:</p> <ul style="list-style-type: none"> . coffee break services; . the operation of a motorized dairy bar; . the operation of a meals-on-wheels; . the operation of a soup kitchen; . the hiring out of the services of cooks. <p>This unit also refers to the rental of dishware, glassware, chairs, tables, table cloths, tents or festival tents when done by the workers of an</p>	3.03	2.72	0.2350	0.2057	0.2031	0.7384	0.7384	0.7384

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2015	2016	2017	2014	2015
	employer as part of the carrying out by this employer of catering services.							
	This unit also refers to the trade in, rental or repair of vending machines when done by the workers of an employer as part of the operation by this employer of such machines.							
	This unit also refers to the following activities when done by the workers of an employer as part of the operation by this employer of a meals-on-wheels or a soup kitchen:							
	· the operation of a thrift shop or used clothing counter;							
	· the operation of a food bank;							
	· the operation of a community kitchen.							
	This unit does not refer to:							
	· the installation of big tops.							
	An employer who offers, in the same building, both catering services and room rental services is classified under this unit for these activities.							
68030	Hotel establishment, youth hostel, residential hotel; relaxation centre offering accommodations; bed and breakfast	2.41	2.11	0.2095	0.2094	0.1946	0.6412	0.6412
	This unit refers to:							
	· the operation of a hotel establishment such as a:							
	· hotel;							
	· motel;							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2015	2016	2017	2014	2015
	<ul style="list-style-type: none"> . the operation of a youth hostel; . the operation of a residential hotel; . the operation of a relaxation centre offering accommodations; . the operation of a bread and breakfast. 							
	This unit also refers to:							
	<ul style="list-style-type: none"> . the operation of a boarding house; . the rental of cottages. 							
	This unit also refers to those services which, without being support services, are offered in an establishment referred to under this unit by the employer who operates this establishment.							
	This unit does not refer to:							
	<ul style="list-style-type: none"> . the production of performances; . the operation of a performance hall. 							
	An employer who does, on the same site, both an activity referred to under unit 68010 and an activity referred to under this unit is classified under this unit for all these activities.							
68040	Outfitting establishment; campground; mobile home park; camp with accommodations; management and upkeep of parks of the Provincial Administration	3.43	3.11	0.2309	0.2562	0.2026	0.8739	0.8739
	This unit refers to:							
	<ul style="list-style-type: none"> . the operation of an outfitting establishment; 							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> . the operation of a day camp; . the laying out of trails. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> . the activities referred to under units 14010 to 14030, 80030 to 80200 and 80250. 								
68050	<p>Operation of buildings; management of buildings; dormitories for students; parking lots; rental of storage spaces without handling activities</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . the operation of buildings; <p>The operation of buildings refers to the management of buildings when the employer also takes care of the upkeep.</p> <ul style="list-style-type: none"> . management of buildings; <p>The management of buildings refers to the carrying out of administrative tasks only, such as:</p> <ul style="list-style-type: none"> . the rental and marketing of dwelling units; . the negotiation and renewal of leases; . the recruitment of subcontractors; . the purchase of buildings for resale; . the operation of a dormitory for students; . the operation of parking lots; 	2.45	2.16	0.1157	0.1245	0.1121	0.5492	0.5492	0.5492

Unit Number	Unit Title	First-level experience ratio			Second-level experience ratio		
		2015	2016	2017	2014	2015	2016
.	geothermal drilling and drilling of elevator shafts;						
.	preliminary drilling for construction work;						
.	pile-driving;						
.	pile-driving, including screw piles, and special foundations such as the placing, raising and maintenance of the following elements : steel sheet piling, shoring piles, walings, struts, horizontal shores, soldier piles and temporary steel or heavy structural lumber struts driven into the ground;						
.	the rental of a drilling machine with an operator.						
	This unit also refers to:						
.	work done in caissons and cofferdam work;						
.	the construction, maintenance, removal and demolition of caissons and cofferdam work;						
.	underwater diving, including the underwater inspection of cables, wharfs, the installation of underground cables, the cleaning of water intakes, the recovery of wood under water, underwater construction work, and other service activities carried out under water;						
.	preliminary consolidation work related to the moving of buildings, including excavation, concrete drilling and pile driving;						
.	the putting in place, straightening and lifting of buildings;						
.	consolidation work on a building;						
.	the moving of building on a flat-bed trailer done by the workers of an employer as part of the carrying out by this employer of works referred to in this unit.						

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
80130	Roofing work; installation of gutters This unit refers to work related to: <ul style="list-style-type: none"> · the installation and repair of all types of roofing, including waterproofing; · the installation of gutters; · the removal of snow from roofs. This unit does not refer to: <ul style="list-style-type: none"> · the installation of steel panels which are used in structures, cladding and roofing; · the preparatory work and manufacturing done in a workshop other than on the site when they are subject to unit 36050. An employer classified under this unit can also be classified under exceptional units 80020 and 90010.	13.11	12.54	0.4855	0.5021	0.4342	2.6818	2.6818	2.6818
80140	Masonry work This unit refers to work related to: <ul style="list-style-type: none"> · the cutting, setting with mortar, cement or any other adhesive material as well as the jointing of masonry elements such as the following : <ul style="list-style-type: none"> · bricks, natural or artificial stones; · acid bricks, fire bricks, plastic bricks, cements bricks or bricks made of any other refractory material laid by hand or by a pneumatic or mechanical method; 	8.95	8.48	0.3086	0.3242	0.3295	1.5956	1.5956	1.5956

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
80180	Sheet metal work	5.14	4.77	0.3061	0.2885	0.2548	1.0606	1.0606	1.0606

This unit refers to work related to:

sheet metal having a maximum thickness of 10 gauge (iron, copper, aluminum, stainless steel) and all metal or electrometallurgical materials, vinyl and other metal or plastic based materials, such as :

- the marking out, manufacture and installation, on the work site or on the job, of all sorts of metal objects, in sheets;
- the assembly and repair of ventilation, air conditioning and hot air heating duct systems and any conduit system to remove various materials such as chips, fumes, smoke or dust, the installation of internal insulation with respect to these systems and the installation of prefabricated devices;
- the installation of prefabricated metal objects such as shelves, lockers, screens, ceilings, fire barriers, and ceiling and wall coverings;
- the installation of prefabricated devices such as air conditioners, fans, heat pumps, air exchangers as well as the installation of mechanized elements associated with these systems, when done at the same time as the installation of ducts or conduits.

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	. the installation of fences.								
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities related to the installation, construction or repair of pools or spas:								
	. cement or concrete work.								
	This unit does not refer to:								
	. paving work;								
	. snow removal;								
	. the installation of septic tanks and septic beds.								
	An employer classified under this unit can also be classified under exceptional units 80020 and 90010.								
80250	Ornamental building metal work	15.31	14.68	0.4274	0.4195	0.3403	2.6802	2.6802	2.6802
	This unit refers to work related to :								
	. building metal work such as the tracing out, cutting, preparation and assembly of any metal part, including outdoor and indoor stairs, handrails, fences, gates, canopies, cellar doors and inspection holes, all types of wire fencing; coal chutes, vault doors, fire doors, industrial doors, partitions, rails and balconies.								

This unit does not refer to:

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

as part of their duties, to do a portion of their work outside the offices of their employer.

This unit does not refer to:

workers who handle or deliver merchandise other than samples used for sales purposes.

An employer classified under this unit cannot also be classified under unit 65150 for the activity "Managing subsidiaries or branches located outside Québec (head office)" or under unit 80020.

SCHEDULE 2

(s. 39)

RATES PERTAINING TO THE FINANCING OF JOINT SECTOR-BASED ASSOCIATIONS
FOR THE YEAR 2019

	Rate
ACTIVITY SECTORS	
The social affairs sector	0.023
The textile and knitting sector	0.090
The automobile service sector	0.068
The transportation and storage sectors	0.051
The provincial administration sector	0.046
The printing and allied industries sector, the metal fabricating industries sector, the electrical products industries sector and the clothing industries sector	0.050
The transportation equipment and machinery industries sector	0.055
The mining and mining services sector	0.097
The municipal affairs sector	0.040
The construction sector	0.033

SCHEDULE 3

(ss. 40 and 41)

LUMP SUM UNDER PARAGRAPH 3 OF SECTION 310 OF THE ACT, AMOUNT UNDER SECTION 313 OF THE ACT AND RATE APPLICABLE TO THE PROTECTION OF A MEMBER OF A BOARD OF DIRECTORS FOR THE YEAR 2019

The lump sum used to establish the assessment of the employer of a student referred to in section 10 of the Act, pursuant to paragraph 3 of section 310 of the Act, is set, for the year 2019, at \$6 per trainee.

The amount referred to in section 313 of the Act is set for the year 2019 at \$65.

The rate used to establish the amount payable by a person who only sits on the board of directors of a legal person and who registers in this capacity or as an executive officer pursuant to section 18 of the Act is that of unit 65110.

SCHEDULE 4

(ss. 49, 62 and 63)

The qualifying threshold for the year 2019 is \$1,170.

The amount used for the calculation in section 62 for the year 2019 is \$3,510.

The amount used for the calculation in section 63 for the year 2019 is \$163,800.

SCHEDULE 7
(ss. 104, 105 and 106)

TABLE OF PREMIUMS FOR THE YEAR 2019
(percentage)

Risk related portion of the assessment	Assumption limit (multiple of the maximum yearly insurable earnings)									
	1½	2	2½	3	4	5	6	7	8	9
13,250 and below	81.8	81.8	81.8	81.8	81.8	81.8	81.8	81.8	81.8	81.8
18,150	78.2	78.2	78.2	78.2	78.2	78.2	78.2	78.2	78.2	78.2
24,850	74.2	74.2	74.2	74.2	74.2	74.2	74.2	74.2	74.2	74.2
34,100	69.9	69.9	69.9	69.9	69.9	69.9	69.9	69.9	69.9	69.9
46,250	65.7	65.7	65.7	65.7	65.7	65.7	65.7	65.7	65.7	65.7
62,900	61.2	61.2	61.2	61.2	61.2	61.2	61.2	61.2	61.2	61.2
85,100	56.8	56.8	56.8	56.8	56.8	56.8	56.8	56.8	56.8	56.8
115,350	56.7	52.3	52.3	52.3	52.3	52.3	52.3	52.3	52.3	52.3
156,050	56.6	52.1	47.7	47.7	47.7	47.7	47.7	47.7	47.7	47.7
211,950	56.4	51.2	47.3	45.7	42.8	42.8	42.8	42.8	42.8	42.8
290,050	56.0	50.7	46.7	44.7	40.9	37.6	37.6	37.6	37.6	37.6
402,200	55.6	50.2	46.5	44.1	40.2	36.5	33.3	31.9	31.9	31.9
566,650	54.9	48.4	44.7	41.8	37.3	33.0	28.8	26.6	25.5	24.7
816,950	53.7	46.9	42.8	39.5	34.2	29.6	25.5	22.5	20.3	18.7
1,212,200	52.9	45.8	41.4	37.7	31.7	26.5	21.8	18.4	15.9	14.0
1,864,200	52.4	45.0	40.3	36.3	29.7	24.0	18.9	15.2	12.5	10.6
2,992,550	52.1	44.3	39.4	35.2	28.2	22.1	16.7	12.7	9.8	7.9
5,046,100	51.9	43.8	38.7	34.4	27.0	20.7	15.1	10.9	7.9	5.9
9,152,900	51.8	43.4	38.2	33.8	26.2	19.6	13.9	9.6	6.5	4.5
17,366,600	51.8	43.2	37.8	33.3	25.5	18.9	13.2	8.9	5.7	3.6
33,793,750 and above	51.8	43.0	37.6	33.0	25.1	18.4	12.8	8.4	5.3	3.1

103538

Notice

An Act respecting industrial accidents and occupational diseases
(chapter A-3.001)

Table of gross annual income from suitable employments for 2019

Notice is hereby given in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1) that upon the expiry of 45 days following this publication the “Regulation respecting the table of gross annual income from suitable employments for 2019”, the text of which appears below, may be made by the Commission des normes, de l'équité, de la santé et de la sécurité du travail, with or without amendments.

The purpose of the draft regulation is to index the table of gross annual income from suitable employments for 2019.

To date, study of the matter has revealed no significant impact on the public and on businesses directly concerned by those amendments.

Further information may be obtained by contacting Mrs. Brenda Gauthier, 524, rue Bourdages, Québec, tel.: (418) 266-4949, fax: (418) 266-4950.

Any interested person having comments to make on the matter is asked to send them in writing, before the expiry of the 45-day period, to Mr. Carl Gauthier, Vice-Chairman, Finance and Administration, Commission des normes, de l'équité, de la santé et de la sécurité du travail, 524, rue Bourdages, Québec (Québec), G1K 7E2.

MANUELLE OUDAR,
*Chair of the board and chief
executive officer of the Commission
des normes, de l'équité, de la santé
et de la sécurité du travail*