

Draft Regulations

Notice

An Act respecting collective agreement decrees (chapter D-2)

Building service employees – Montréal —Amendment

Notice is hereby given, in accordance with section 5 of the Act respecting collective agreement decrees (chapter D-2), that the Minister of Labour, Employment and Social Solidarity has received an application from the contracting parties to amend the Decree respecting building service employees in the Montréal region (chapter D-2, r. 15) and that, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), the Decree to amend the Decree respecting building service employees in the Montréal region, appearing below, may be made by the Government on the expiry of 45 days following this publication.

The draft Decree mainly provides for new minimum hourly rates and increases the duration of annual vacations with pay for employees who have 23 or 33 years of uninterrupted service.

Study of the regulatory impact shows that the amendments will have an acceptable impact on small and medium-sized businesses.

Further information may be obtained by contacting Louis-Philippe Roussel, Policy Development Advisor, Direction des politiques du travail, Ministère du Travail, de l'Emploi et de la Solidarité sociale, 200, chemin Sainte-Foy, 5^e étage, Québec (Québec) G1R 5S1; telephone: 418 644-2206; fax: 418 643-9454; email: louis-philippe.roussel@mtess.gouv.qc.ca.

Any person wishing to comment on the draft Decree is requested to submit written comments within the 45-day period to the Deputy Minister of Labour, Employment and Social Solidarity, 425, rue Jacques-Parizeau, 4^e étage, Québec (Québec) G1R 4Z1.

BRIGITTE PELLETIER,
Deputy Minister of Labour,
Employment and Social Solidarity

Decree to amend the Decree respecting building service employees in the Montréal region

An Act respecting collective agreement decrees (chapter D-2, ss. 4 and 6.1)

1. The Decree respecting building service employees in the Montréal region (chapter D-2, r. 15) is amended by replacing section 6.01 by the following:

“**6.01.** An employee receives at least the following hourly wage:

(1) as of [*insert the date of coming into force of this Decree*]:

(a) Class A: \$18.52;

(b) Class B: \$18.11;

(c) Class C: \$19.10;

(2) as of [*insert the date of the first anniversary of the date of coming into force of this Decree*]:

(a) Class A: \$18.97;

(b) Class B: \$18.62;

(c) Class C: \$19.55;

(3) as of [*insert the date of the second anniversary of the date of coming into force of this Decree*]:

(a) Class A: \$19.47;

(b) Class B: \$19.18;

(c) Class C: \$20.05;

(4) as of [*insert the date of the third anniversary of the date of coming into force of this Decree*]:

(a) Class A: \$19.97;

(b) Class B: \$19.74;

(c) Class C: \$20.55;

(5) as of [insert the date of the fourth anniversary of the date of coming into force of this Decree]:

- (a) Class A: \$20.47;
- (b) Class B: \$20.30;
- (c) Class C: \$21.05;

(6) as of [insert the date of the fifth anniversary of the date of coming into force of this Decree]:

- (a) Class A: \$21.02;
- (b) Class B: \$20.91;
- (c) Class C: \$21.60;

(7) as of 1 November 2024:

- (a) Class A: \$21.57;
- (b) Class B: \$21.52;
- (c) Class C: \$22.15.”.

2. Section 8.04 is amended by striking out the second paragraph.

3. The following is added after section 8.04:

“**8.04.1.** The employee who, at the end of a qualifying period, has 23 years of uninterrupted service shall be entitled to a vacation leave of 5 weeks. The vacation pay shall be equal to 10% of the employee’s total wages earned during the qualifying period.

8.04.2. The employee who, at the end of a qualifying period, has 33 years of uninterrupted service shall be entitled to a vacation leave of 6 weeks. The vacation pay shall be equal to 12% of the employee’s total wages earned during the qualifying period.

8.04.3. If an employee is absent owing to sickness, an organ or tissue donation for transplant, an accident, if the employee is the victim of domestic violence, sexual violence or of a criminal act or is on maternity or paternity leave during the reference year, and should that absence result in the reduction of that employee’s annual leave indemnity, the employee is then entitled to an indemnity equal, as the case may be, to 3, 4, 5 or 6 times the weekly average of the wages earned during the period worked, according to the number of weeks to which the employee is entitled. An employee referred to in section 8.02 is entitled to that amount in proportion to the days of leave credited to the employee’s account.”.

4. Section 14.01 is amended by replacing “30 October 2017”, “month of April of the year 2017” and “April” by “1 November 2024”, “month of February of the year 2024” and “February”, respectively.

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

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Notice

An Act respecting collective agreement decrees (chapter D-2)

Non-structural metalwork industry — Amendment

Notice is hereby given, in accordance with section 5 of the Act respecting collective agreement decrees (chapter D-2), that the Minister of Labour, Employment and Social Solidarity has received an application from the contracting parties to amend the Decree respecting the non-structural metalwork industry in the Montréal region (chapter D-2, r. 14) and that, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), the Decree to amend the Decree respecting the non-structural metalwork industry in the Montréal region, appearing below, may be made by the Government on the expiry of 45 days following this publication.

The draft Decree increases the contribution that employers and employees subject to the Decree contribute to the social security plan provided for in the Decree. It also reduces the amount that the employer pays into the pension plan of the non-structural metalwork industry.

Study of the regulatory impact shows that the amendments will have a moderate impact on small and medium-sized businesses.

Further information may be obtained by contacting Steven Brooks, Policy Development Advisor, Direction des politiques du travail, Ministère du Travail, de l’Emploi et de la Solidarité sociale, 200, chemin Sainte-Foy, 5^e étage, Québec (Québec) G1R 5S1; telephone: 418 528-9738; fax: 418 643-9454; email: steven.brooks@mtess.gouv.qc.ca.

Any person wishing to comment on the draft Decree is requested to submit written comments within the 45-day period to the Deputy Minister of Labour, Employment and Social Solidarity, 425, rue Jacques-Parizeau, 4^e étage, Québec (Québec) G1R 4Z1.

BRIGITTE PELLETIER,
*Deputy Minister of Labour, Employment
and Social Solidarity*