

(j) the date on which any treatment suspension of the request for services begins and ends, and the reason for that suspension;

(k) the date on which the request is closed;

(5) concerning the assignment of the request for services:

(a) the centre or sub-centre of activities to which the request is assigned;

(b) the disciplines or clinical functions to which the request is assigned;

(c) the types of resources to which the request is assigned;

(d) the service settings to which the request is assigned;

(e) the administrative units to which the request is assigned;

(f) the date on which any assignment begins and ends;

(g) the reason for the cessation of any assignment;

(h) the date on which any assignment suspension begins and ends, and the reasons for that suspension;

(6) concerning the planning of services to render to a user:

(a) regarding the individualized service plan for a user:

i. the date of the meeting for its development;

ii. whether or not the user participated in its development;

iii. the date on which its application ends;

(b) concerning the intervention plan for a user:

i. the date of the meeting for its development;

ii. whether or not the user participated in its development;

iii. the date of its revision;

iv. the date on which its application ends;

(7) concerning the services rendered to a user:

(a) the date of each service provided to a user;

(b) the type of intervention carried out by any provider;

(c) the total duration of services provided to a user;

(d) the date on which any suspension of the provision of services begins and ends, and the reason for that suspension;

(e) the number of times a user attends an activity organized by the institution;

(f) the dates of admission to an institution, the dates on which a user obtained a leave from the institution and the total number of days of a user's lodging, where applicable;

(g) the type of external resource or the mission of the centre operated by an institution to which a user was referred, and the date and ground for that reference;

(8) concerning any provision of information:

(a) the name and the permit number of the institution that provides services to a user;

(b) the number, on the institution's permit, of the facility where services are provided to a user;

(c) the code of the health region from which the information originates;

(d) the date of transmission;

(e) the sequential number assigned to the transmission;

(f) the date on which the transmission period concerned begins and ends.”.

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

103872

### Draft Regulation

An Act respecting labour standards  
(chapter N-1.1)

#### Personnel placement agencies and recruitment agencies for temporary foreign workers

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), that the Regulation respecting personnel placement agencies and recruitment agencies for temporary foreign workers, appearing below, may be made by the Government on the expiry of 45 days following this publication.

The draft Regulation follows up on amendments made to the Act respecting labour standards (chapter N-1.1) by the Act to amend the Act respecting labour standards and other legislative provisions mainly to facilitate family-work balance (2018, chapter 21).

The draft Regulation proposes the establishment of a mandatory licence system for carrying out the activities of a personnel placement agency or a recruitment agency for temporary foreign workers. The licences are issued by the Commission des normes, de l'équité, de la santé et de la sécurité du travail. The draft Regulation defines such agencies and sets out the conditions for the issue, renewal and maintenance of each licence.

The impact study shows that the proposed measures will have an insignificant impact on enterprises.

Further information on the draft Regulation may be obtained by contacting Steven Brooks, Direction des politiques du travail, Ministère du Travail, de l'Emploi et de la Solidarité sociale, 200, chemin Sainte-Foy, 5<sup>e</sup> 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 Regulation is requested to submit written comments within the 45-day period to the Minister of Labour, Employment and Social Solidarity, 425, rue Jacques-Parizeau, 4<sup>e</sup> étage, Québec (Québec) G1R 4Z1.

JEAN BOULET,  
*Minister of Labour, Employment and  
Social Solidarity*

## Regulation respecting personnel placement agencies and recruitment agencies for temporary foreign workers

An Act respecting labour standards  
(chapter N-1.1, s. 92.7)

### CHAPTER I INTERPRETATION

**1.** In this Regulation and for the purposes of the Act respecting labour standards (chapter N-1.1),

“client enterprise” means a person, partnership or other entity that, to meet labour needs, retains the services of a personnel placement agency or a recruitment agency for temporary foreign workers; (*entreprise cliente*)

“personnel placement agency” means a person, partnership or other entity that has at least one activity consisting in offering personnel leasing services by providing employees to a client enterprise to meet its labour needs; (*agence de placement de personnel*)

“recruitment agency for temporary foreign workers” means a person, partnership or other entity that has at least one activity consisting in offering services for the recruitment of temporary foreign workers for a client enterprise or in assisting the enterprise in its efforts to recruit such workers; (*agence de recrutement de travailleurs étrangers temporaires*)

“temporary foreign worker” means a foreign national who, in accordance with the Temporary Foreign Worker Program of the Government of Canada, performs work for an employer. (*travailleur étranger temporaire*)

A department, person or public body referred to in any of sections 4 to 7 of the Act respecting contracting by public bodies (chapter C-65.1), a municipality, metropolitan community, mixed enterprise company referred to in the Act respecting mixed enterprise companies in the municipal sector (chapter S-25.01) or a public transit authority does not constitute a personnel placement agency.

**2.** For the purposes of this Regulation, the partner, member of a partnership, president, chief executive officer, chief operating officer, chief financial officer, director and secretary of a legal person, a partnership or other entity, a person holding a similar position and any person designated as such by a resolution of the board of directors or a shareholder holding 10% or more of the voting shares attached to the shares of that legal person are considered to be an officer.

### CHAPTER II LICENCE

#### DIVISION I GENERAL

**3.** This Chapter sets out the conditions of issue, renewal and maintenance of the personnel placement agency licence and the temporary foreign worker recruitment agency licence that persons, partnerships or other entities must hold to carry on activities and comply with section 92.5 of the Act respecting labour standards.

#### DIVISION II ISSUE AND RENEWAL

##### §1. Issue

**4.** A person, partnership or other entity wishing to obtain a personnel placement agency licence or a temporary foreign worker recruitment agency licence must apply to the Commission des normes, de l'équité, de la santé et de la sécurité du travail using the form provided by the Commission.

**5.** The licence application of a legal person, partnership or other entity is made by a natural person mandated to act as respondent. The respondent must be an officer of the legal person, partnership or other entity and be 18 years of age or older.

The respondent is responsible for communications with the Commission for the purposes of the licence system, in particular as regards the sending and updating of the required information and documents.

**6.** The licence application must contain, as the case may be,

(1) the name, date of birth and contact information of the respondent;

(2) the name, date of birth and contact information of the natural person who is applying for a licence for himself or herself;

(3) the Québec business number assigned under the Act respecting the legal publicity of enterprises (chapter P-44.1);

(4) the name under which the agency intends to carry on its activities;

(5) the contact information of the agency's head office and each of its establishments; and

(6) the juridical structure of the legal person, partnership or other entity, and the name, date of birth and contact information of every officer.

**7.** The application must be accompanied by the following:

(1) a resolution of the legal person, partnership or other entity authorizing the respondent to apply for the licence;

(2) an attestation from Revenu Québec valid at the time the application is submitted showing that the person, partnership or other entity has filed the returns and reports required under tax laws and does not have any overdue account with the Minister of Revenue or, if it does, it has reached a payment agreement and has been observing it, or the collection of its debts has been legally suspended;

(3) a declaration from the natural person applying for a licence for himself or herself or, in the case of a legal person, partnership or other entity, from its respondent stating the existence or absence of penal or criminal convictions in the 5 years preceding the application with respect to the person, partnership or other entity applying for a licence and, where applicable, each of its officers

in office at the time of the application and, in case of conviction, at the Commission's request, the documents evidencing the conviction.

**8.** To obtain a licence, a person, partnership or other entity must meet the following conditions:

(1) has provided to the Commission all the required information and documents;

(2) has paid the annual fees payable when due;

(3) in the case of a personnel placement agency licence, has provided the required security or proof of the security;

(4) in the case of a natural person applying for a licence for himself or herself, the person is 18 years of age or older;

(5) has not assigned property and has not been placed under a receiving order pursuant to the Bankruptcy and Insolvency Act (R.S.C. 1985, c. B-3);

(6) the person, partnership or other entity or one of its officers has not failed to comply with a decision or order rendered by a court under any of the provisions of the Act respecting industrial accidents and occupational diseases (chapter A-3.001), the Pay Equity Act (chapter E-12.001), the National Holiday Act (chapter F-1.1), the Act respecting labour standards, the Act respecting occupational health and safety (chapter S-2.1) or any of the regulations thereunder;

(7) the person, partnership or other entity and, where applicable, its respondent are not the nominees of another person, partnership or other entity;

(8) the person, partnership or other entity has not falsified or misrepresented the facts relating to a licence application, or failed to provide information in order to obtain such a licence.

**9.** The person, partnership or other entity that meets all the conditions provided for in section 8 may be denied the issue of a licence by the Commission in any of the following cases:

(1) unless, where applicable, the person, partnership or other entity has reached a payment agreement and has been observing it, or the collection of its debts has been legally suspended, the person, partnership or other entity has not paid to a department or body of the Gouvernement du Québec, a sum payable under the Act respecting industrial accidents and occupational diseases, the Pay Equity

Act, the National Holiday Act, the Act respecting labour standards or the Act respecting occupational health and safety or any of the regulations thereunder;

(2) in the 2 years preceding the application, the person, partnership or other entity has been an officer of a legal person, partnership or other entity placed under a receiving order pursuant to the Bankruptcy and Insolvency Act or a winding-up order for insolvency within the meaning of the Act respecting the winding-up and restructuring of companies (R.S.C. 1985, c. W-11);

(3) in the 2 years preceding the application, one of its officers has been an officer of a legal person, partnership or other entity placed under a receiving order pursuant to the Bankruptcy and Insolvency Act or a winding-up order for insolvency within the meaning of the Act respecting the winding-up and restructuring of companies;

(4) one of its officers has assigned property or has been placed under a receiving order pursuant to the Bankruptcy and Insolvency Act;

(5) in the 5 years preceding the application, the person, partnership or other entity has been condemned by an irrevocable decision of a court relating to discrimination, psychological harassment or reprisals, as part of employment;

(6) in the 5 years preceding the application, unless the person, partnership or other entity has obtained a pardon, the person, partnership or other entity has been found guilty or has been an officer of a legal person, partnership or other entity found guilty of a penal or criminal offence that, in the Commission's opinion, is connected with the carrying on of activities for which the licence is applied for;

(7) in the 5 years preceding the application, unless they have obtained a pardon, one of its officers has been found guilty or has been an officer of a legal person, partnership or other entity found guilty of a penal or criminal offence that, in the Commission's opinion, is connected with the carrying on of activities for which the licence is applied for;

(8) in the 5 years preceding the application, unless the person, partnership or other entity has obtained a pardon, the person, partnership or other entity has been the subject or have been an officer of a legal person, partnership or other entity that has been the subject of a decision by a foreign court finding them guilty of an offence that, if committed in Canada, would have resulted in penal or criminal proceedings, that, in the Commission's opinion, is connected with the carrying on of activities for which the licence is applied for;

(9) in the 5 years preceding the application, unless they have obtained a pardon, one of its officers has been the subject of a decision by a foreign court finding the officer guilty of an offence that, if committed in Canada, would have resulted in penal or criminal proceedings, that, in the Commission's opinion, is connected with the carrying on of activities for which the licence is applied for or one of its officers has been an officer of a legal person, partnership or other entity that has been the subject of such a decision;

(10) one of its officers holds a suspended licence or has held a licence revoked or not renewed in the 2 years preceding the application;

(11) the person, partnership or other entity or one of its officers is the officer of a legal person, partnership or other entity whose licence is suspended or has been revoked or not renewed in the 2 years preceding the application.

**10.** The licence comes into force on the date determined by the Commission. It is valid for a period of 2 years and may not be transferred.

**11.** Before denying the issue of a licence, the Commission must notify the prior notice prescribed by section 5 of the Act respecting administrative justice (chapter J-3) in writing to the person, partnership or other entity making the application, and give the person, partnership or other entity at least 10 days to present observations.

Within 30 days following the end of the time period given to present observations, the Commission must render a decision in writing, with reasons.

## **§2. Renewal**

**12.** A licence holder wishing to renew the licence must apply to the Commission using the form provided by the Commission. The licence holder must also send to the Commission

(1) an attestation from Revenu Québec valid at the time the application is submitted showing that the licence holder has filed the returns and reports required under tax laws and does not have any overdue account with the Minister of Revenue or, if the licence holder does, the licence holder has reached a payment agreement and has been observing it, or the collection of the licence holder's debts has been legally suspended; and

(2) a new declaration stating the existence or absence of penal or criminal convictions in the 5 years preceding the application with respect to the person, partnership or other entity applying for a licence and, where applicable,

each of its officers, in office at the time of the application and, in case of conviction, at the Commission's request, the documents evidencing the conviction.

The licence holder is exempted from providing any other information or document already provided with a previous application, if the licence holder certifies that the information and documents are up-to-date. The licence holder specifies, where applicable, the amendments to be made to the information and sends, at the Commission's request, the required documents.

The application for the renewal of a licence must be received by the Commission at least 60 days before its expiry. A licence is deemed to be valid so long as the Commission has not rendered a decision respecting the renewal application received within the time prescribed and its holder may continue to carry on activities.

**13.** To obtain the renewal of a licence, the licence holder must meet the conditions of issue provided for in section 8.

Even if the person, partnership or other entity meets all the conditions of issue, the Commission may deny the renewal of the licence in any of the cases provided for in section 9. The Commission may also deny the licence renewal application where the licence holder fails to comply with any of the obligations provided for in sections 18 to 22.

**14.** Before denying the renewal of a licence, the Commission must notify the prior notice prescribed by section 5 of the Act respecting administrative justice in writing to the licence holder, and give the licence holder at least 10 days to present observations.

Within 30 days following the end of the time period given to the licence holder to present observations, the Commission must render a decision in writing, with reasons, and specify, where applicable, the date from which the licence ceases to have effect.

On receiving a decision of the Commission informing the licence holder that the licence is not renewed, a personnel placement agency must inform all the employees assigned to a client enterprise, indicate to them the date from which its licence ceases to have effect and inform them that any measure or provision to prevent or restrict their hiring by a client enterprise also becomes without effect.

**15.** Unless a person, partnership or other entity raises new facts likely to warrant a different decision, the person, partnership or other entity that has been denied the renewal of its licence within less than 2 years may not submit a new application to the Commission.

### §3. Fees payable

**16.** The fees payable for a licence are \$1,780 payable in 2 equal annual instalments, a first instalment payable on the issue or renewal and a second instalment on the anniversary date of the coming into force of the licence or of its renewal. The fees are not refundable when the licence is issued or renewed.

**17.** The fees provided for in this Regulation are adjusted on 1 January of each year according to the rate of increase in the All-items Consumer Price Index for Québec as established by Statistics Canada for the 12-month period ending on 30 September of the preceding year.

The fees adjusted as prescribed in the first paragraph are rounded down to the nearest dollar if they include a dollar fraction that is less than \$0.50; they are increased to the nearest dollar if they include a dollar fraction that is equal to or greater than \$0.50.

The Commission informs the public of the result of the adjustment made under this section in Part 1 of the *Gazette officielle du Québec* and by any other means it considers appropriate.

## DIVISION III OBLIGATIONS OF A LICENCE HOLDER

**18.** A licence holder must,

(1) without delay, notify the Commission of any change in any of the information required for the issue or renewal of a licence and any change in the licence holder's situation that is likely to affect the validity of the licence, in particular the change of the respondent;

(2) reply within the time period and according to the terms set by the Commission to any request pertaining to the information and documents sent to the Commission;

(3) display the licence or a reproduction of the licence so that it is clearly legible, in a conspicuous place in its head office and each of its establishments; and

(4) indicate the licence number on every document commonly used as part of the activities or for advertisement purposes, in particular on invoices, contracts and websites.



**19.** In addition to the obligations provided for in this Division that apply to any licence, the licence holder of a personnel placement agency licence must

(1) give the employee assigned to a client enterprise, at the time of assignment,

(a) a document describing the working conditions that apply to the employee, including the wage offered, and specifying the name and contact information of the client enterprise; and

(b) the information documents made available to the Commission concerning employees' rights and employers' obligations in respect of labour; and

(2) keep, for at least 6 years, the contracts entered into with each client enterprise, the invoices related to the contracts and, for each employee assigned to a client enterprise, the information on the total number of hours of work per day and per week for each client enterprise.

A licence holder must remind the client enterprise to which it assigns employees, the obligations in occupational health and safety imposed under section 51 of the Act respecting occupational health and safety to an employer or the person who, without being an employer, uses within the meaning of section 51.1 of that Act the services of a worker for its establishment.

**20.** No holder of a personnel placement agency licence may

(1) charge an employee fees for the employee's assignment to a client enterprise, for the training required for that assignment or for assistance or advice received in preparation for job interviews, in particular for writing employment search tools; or

(2) take measures or agree on provisions preventing or restricting the employee's hiring by the client enterprise, beyond a period of 6 months following the beginning of the assignment of an employee to a client enterprise.

**21.** In addition to the obligations provided for in this Division that apply to any licence, the licence holder of a temporary foreign worker recruitment agency licence must

(1) give the temporary foreign worker, at the time of recruitment,

(a) a document describing the working conditions that apply to the worker, including the wage offered, and specifying the name and contact information of the client enterprise; and

(b) the information documents made available to the Commission concerning employees' rights and employers' obligations in respect of labour;

(2) keep, for at least 6 years after the date of hiring, for each temporary foreign worker, the contracts entered into with each client enterprise, the invoices related to the contracts and the information on the date of hiring of the worker by the client enterprise.

**22.** No temporary foreign worker recruitment agency licence holder may

(1) require a temporary foreign worker to entrust custody of his or her personal documents or property to the licence holder; or

(2) charge a temporary foreign worker, for the worker's recruitment, fees other than fees authorized under a Canadian government program.

**23.** A licence holder planning on ceasing its activities must, without delay, so notify the Commission in writing so that it may revoke the licence on the date it determines.

### CHAPTER III SECURITY

**24.** A person, partnership or other entity applying for a personnel placement agency licence must provide security of \$15,000.

The security guarantees the execution of an irrevocable judgment or a transaction obtained following the exercising, by the Commission, of a civil recourse referred to in Division I of Chapter V of the Act respecting labour standards, concerning a pecuniary obligation fixed by that Act or any of the regulations thereunder, where the licence holder or the client enterprise fails to pay an amount owed to an employee assigned to the enterprise. It does not cover the lump sum referred to in the first paragraph of section 114 of the Act respecting labour standards.

**25.** Security is provided in the form of

(1) a surety bond issued in favour of the Commission; or

(2) a certified cheque or a bank draft to the order of the Commission.

The licence holder wishing to change the form of security must so notify the Commission by sending a written notice at least 60 days before such change.

**26.** Security provided in the form of a surety bond may only be issued by a legal person authorized to act as surety under the Bank Act (S.C. 1991, c. 46), the Act respecting financial services cooperatives (chapter C-67.3), the Act respecting trust companies and savings companies (chapter S-29.01) or the Act respecting insurance (chapter A-32).

Security provided by certified cheque or bank draft may only be provided by the licence holder for the licence holder and the licence holder is required to comply with the surety's obligations in addition to those that the licence holder has as principal debtor.

**27.** A person, partnership or other entity applying for a licence sends to the Commission the information related to the security using the form provided by the Commission. The form specifies the date of issue of the security and must be signed by both the surety and the person, partnership or other entity applying for the licence.

**28.** The surety is bound to fulfil the obligation up to the amount required for the security and must waive the benefits of discussion.

**29.** The security must be valid for the term of the licence, even if the licence is suspended. The licence holder must make up the security provided so that it meets the amount required for the security for the entire term of the licence.

**30.** Despite the expiry of the security, the surety's obligations continue to apply to the amounts owed to an employee assigned by a licence holder to a client enterprise while the security was in force.

**31.** As of the revocation or non-renewal of a licence, the Commission keeps the security provided by certified cheque or bank draft for a period of 3 years or up to 90 days after the expiry of the time for appeal of any irrevocable judgment referred to in section 24, whichever is the longest.

Beyond the periods referred to in the first paragraph, the Commission may keep the security where it has received a complaint respecting a pecuniary obligation the payment of which could be guaranteed by that security.

**32.** Following an irrevocable judgment or a transaction referred to in section 24, the Commission sees to the remittance of the amounts owed to the employee in accordance with section 121 of the Act respecting labour standards after having so informed the licence holder and the client enterprise.

If security was provided in the form of a surety bond, the Commission must notify the surety by sending the surety a copy of the judgment or transaction with the necessary instructions to pay, up to the amount of the security, the pecuniary obligations confirmed by the judgment or transaction. Within 30 days after receiving the notice, the surety must send to the Commission the sum necessary to pay the obligations.

**33.** Where the total amount owed exceeds the amount of the security, the Commission sees to the payment of the claims in proportion to the debts of the employees concerned by the judgment or transaction.

#### CHAPTER IV ADMINISTRATIVE MEASURES

**34.** The Commission may suspend or revoke a licence, as of the date it determines, where

(1) the licence holder no longer meets any of the conditions provided for in section 8;

(2) the licence holder is concerned by any of the reasons for refusal provided for in section 9; or

(3) the licence holder fails to comply with any of the obligations provided for in sections 18 to 22.

**35.** Before suspending or revoking a licence, the Commission must notify the prior notice prescribed by section 5 of the Act respecting administrative justice in writing to the licence holder, and give the licence holder at least 10 days to present observations.

Within 30 days following the end of the time period given to the licence holder to present observations, the Commission must render a decision in writing, with reasons, and specify, where applicable, the date from which the licence is suspended or revoked.

On receiving a decision of the Commission informing the licence holder that the licence is suspended or revoked, a personnel placement agency must inform all the employees assigned to a client enterprise, indicate to them the date from which its licence is suspended or revoked and inform them that any measure or provision to prevent or restrict their hiring by a client enterprise becomes without effect.

**36.** Unless a person, partnership or other entity raises new facts likely to warrant a different decision, the person, partnership or other entity whose licence is suspended or has been revoked within less than 2 years may not submit a new application to the Commission.

**37.** The Commission may, at the request of the holder of a suspended licence, lift the suspension if it believes that the licence holder has remedied the situation or that new facts warrant a different decision.

**38.** A decision concerning the suspension, revocation or non-renewal of a licence is made public by indicating it in the list of licence holders that the Commission draws up and keeps up to date.

**39.** The Commission may require the return of every licence that is suspended, revoked or not renewed.

**40.** Any measure or provision to prevent or restrict the hiring of an employee by a client enterprise to which the employee has been assigned by a personnel placement agency becomes without effect as of the date of the suspension, revocation or non-renewal of the licence.

## CHAPTER V TRANSITIONAL AND FINAL

**41.** In the 5 days following the date on which a licence is issued for the first time, the person, partnership or other entity that, without holding a licence, carried on the activities of a personnel placement agency or a recruitment agency for temporary foreign workers in accordance with section 54 of the Act to amend the Act respecting labour standards and other legislative provisions mainly to facilitate family-work balance (2018, chapter 21), must notify every client enterprise with whom it has an existing contract that it holds henceforth a licence issued by the Commission.

The agency must also indicate to the client enterprise that, as the case may be, the licence is a personnel placement agency licence or a temporary foreign worker recruitment agency licence issued in accordance with the Act respecting labour standards and this Regulation.

**42.** A person, partnership or other entity that has been denied the issue of a licence by the Commission where the person, partnership or other entity continued to carry on activities in accordance with section 54 of the Act to amend the Act respecting labour standards and other legislative provisions mainly to facilitate family-work balance, is no longer authorized to carry on its activities from the date of the decision.

The person, partnership or other entity must, on receiving the decision rendered by the Commission, notify every client enterprise with which it has an existing contract that it is no longer authorized to carry on the activities for which the person, partnership or other entity was applying for a licence.

In the case of a personnel placement agency, it must also notify all the employees assigned to a client enterprises of the date from which it is no longer authorized to carry on the activities for which it was applying for a licence and inform them that any measure or provision to prevent or restrict their hiring by a client enterprise becomes without effect.

**43.** As of the date on which a licence is issued for the first time to a personnel placement agency referred to in section 41, the agency must, within 5 days following the issue of the licence, return to every employee already assigned to a client enterprise the documents indicated in subparagraph 1 of the first paragraph of section 19.

**44.** As of the date on which a licence is issued for the first time to a person, partnership or other entity referred to in section 41, the provisions to protect the rights of the employees and temporary foreign workers apply to every employee and worker already assigned or recruited by the agency. Where the provision provides a time period, the time period begins to run from that date.

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

103875

## Draft Regulations

An Act respecting the Québec Pension Plan  
(chapter R-9)

### Benefits Pensionable employment — Amendment

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), that the draft Regulation to amend the Regulation respecting benefits and the draft Regulation to amend the Regulation respecting pensionable employment, appearing below, may be submitted to the Government for approval on the expiry of 45 days following this publication.

The purpose of the amendments proposed in the draft regulations is to harmonize the regulations with certain measures established under the Act to enhance the Québec Pension Plan and to amend various retirement-related legislative provisions (2018, chapter 2). The measures mainly concern earnings and contributions resulting from the additional plan introduced by that Act. The draft Regulation to amend the Regulation respecting benefits will also allow Retraite Québec to accept a copy of a docu-