

5. A distinguishable portion unit of an edible cannabis product may not contain a quantity of THC greater than 5 milligrams.

In addition, regardless of the number of distinguishable portion units included in a same package, the quantity of THC per package may not be greater than 10 milligrams.

Despite the first and second paragraphs, edible cannabis products in liquid form may not contain a quantity of THC greater than 5 milligrams per package.

6. Cannabis extract may not contain any additives or any other substances intended to modify its odour, taste or colour.

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

104044

Notice

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

Security guards — Amendment

Notice is hereby given, in accordance with section 5 of the Act respecting collective agreement decrees (chapter D-2), that the Minister responsible for Labour was petitioned by the contracting parties to amend the Decree respecting security guards (chapter D-2, r. 1) and that, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), the Decree to amend the Decree respecting security guards, appearing below, may be made by the Government on the expiry of 45 days following this publication.

The draft Decree increases the minimum hourly wage rates, amends the definition of the classes of employees and makes the Decree compliant with the Act to amend the Act respecting labour standards and other legislative provisions mainly to facilitate family-work balance (2018, chapter 21).

The impact study has shown that the amendments will have an insignificant impact on small and medium-sized businesses.

Further information may be obtained by contacting Jonathan Vaillancourt, 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: 418 643-3840; fax: 418 643-9454; email: jonathan.vaillancourt@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 for Labour, Employment and Social Solidarity, 425, rue Jacques-Parizeau, 4^e étage, Québec (Québec) G1R 4Z1.

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

Decree to amend the Decree respecting security guards

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

1. The Decree respecting security guards (chapter D-2, r. 1) is amended in section 0.01 by replacing “Union des agents de sécurité du Québec, Métallos local 8922” in paragraph 2 by “Syndicat des Métallos, section locale 8922 (FTQ)”.

2. Section 1.01 is amended

(1) by striking out paragraph 3.1;

(2) by striking out “holding a diploma in police techniques and whose customer or employer requires that diploma as a condition for hiring; this premium is also paid to a guard” in paragraph 5;

(3) by replacing paragraph 7 by the following:

“(7) “P-4 premium”: (a) benefit paid to a guard who is asked to perform the task of first-aider or cardiopulmonary resuscitation (CPR) as a condition of employment;

(b) benefit paid to a guard who is asked to use a heart defibrillator as a condition of employment;”;

(4) by striking out paragraphs 10.2 and 11;

(5) by replacing paragraph 14 by the following:

“(14) “regular A-01 employee”: an employee who has completed a trial period and performed, taking into consideration the vacations provided for in the Decree and the Act and the absences authorized by the employer, an average of 30 hours of work per week between 1 November and 31 October of each year or, if the employee was hired during the reference year, since the date of hiring. A regular A-01 employee is available to work at all times up to 40 hours of work per week;”;

(6) by replacing paragraph 15 by the following:

“(15) “part-time A-02 employee”: an employee who has completed a trial period but does not meet any of the conditions to be a regular A-01 employee;”;

(7) by replacing paragraph 16 by the following:

“(16) “trial A-03 employee”: an employee who has not completed a trial period of 480 hours actually worked or 150 days;”;

(8) by replacing “carrying out monitoring work in order to prevent shoplifting” in subparagraph *g* of paragraph 20 by “preventing shoplifting”.

3. Section 3.04 is amended

(1) by inserting “Except employees assigned to a customer in the mining sector with accommodation,” at the beginning of the second paragraph;

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

“A regular A-01 employee assigned to a customer in the mining sector with accommodation who works more than 14 consecutive days is entitled to be paid in accordance with the first paragraph from the fifteenth consecutive workday.”;

(3) by inserting “or the fourteenth day for an employee assigned to a client in the mining sector with accommodation, as the case may be” after “workday” in the last paragraph.

4. Section 4.07 is amended by replacing the first paragraph by the following:

“The hourly rates and premiums to which employees are entitled are at least those set in the following table:

	As of [insert the date of coming into force of this Decree]	As of 28 June 2020	As of 3 July 2021	As of 2 July 2022
Class A employee	\$18.04	\$18.34	\$18.64	\$18.99
Class B employee	\$18.29	\$18.59	\$18.89	\$19.24
Premiums				
P-1 premium*	\$0.35	\$0.35	\$0.35	\$0.35
P-2 premium*	\$0.55	\$0.55	\$0.55	\$0.55
P-3 premium*	\$1.25	\$1.25	\$1.25	\$1.25
P-4 (a) premium*	\$0.40	\$0.40	\$0.40	\$0.40
P-4 (b) premium*	\$0.20	\$0.20	\$0.20	\$0.20
P-5 premium*	\$0.50	\$0.50	\$0.50	\$0.50
P-6 premium*	\$2.50	\$2.50	\$2.50	\$2.50
P-7 premium*	\$2.00	\$2.00	\$2.00	\$2.00
P-8 premium* (struck out)	_____	_____	_____	_____
P-9 premium*	\$0.15	\$0.15	\$0.15	\$0.15
P-10 premium*	\$0.25	\$0.25	\$0.25	\$0.25

* More than one premium at the same time may be applicable.”.

5. The following is inserted after section 4.15:

“4.16. The employer contributes to the group registered retirement savings plan (collective RRSP) administered by the parity committee.

4.17. The mandatory contribution of the employer to the group RRSP is \$0.10 per hour paid to a regular A-01 employee and a part-time A-02 employee.

4.18. The employer must send to the parity committee, not later than the fifteenth day of each month, the employer’s contribution to the group RRSP for the preceding month and any voluntary contribution by the employee, if applicable.

4.19. Sections 4.16 and 4.18 do not apply to employees who have reached 71 years of age. Despite the foregoing, the mandatory contribution provided for in section 4.17 must be paid to the employee as benefit.”.

6. Section 5.01 is amended by replacing “13 November 2013” in the third paragraph by “[insert the date of coming into force of this Decree]”.

7. Section 5.02 is amended by replacing paragraphs 3 and 4 of the table by the following:

“3° 3 years or more but less than 10 years of continuous service with the same employer	3 continuous weeks	6% of earnings
4° 10 years or more of continuous service with the same employer	4 weeks, 3 of which are continuous	6% of earnings

8. Section 5.06 is amended in the first paragraph

(1) by replacing “2 or 3” by “2, 3 or 4”;

(2) by inserting “the customer of” before “the employer.”

9. Section 6.05 is amended by replacing “affecté” in the French text of the second paragraph by “assigné”.

10. Section 7.01 is amended

(1) by striking out “father, his mother, his” in subsection 1;

(2) by striking out “if the employee is credited with 60 days of uninterrupted service” in subsection 5;

(3) by replacing subsection 6 by the following:

“(6) An employee may be absent from work for 10 days per year to fulfil obligations relating to the care, health or education of his child or the child of his spouse, or because of the state of health of a relative or a person for whom the employee acts as a caregiver, as attested by a professional working in the health and social services sector and governed by the Professional Code (chapter C-26).

The leave may be divided into days. A day may also be divided if the employer consents thereto.

If it is warranted, by the duration of the absence for instance, the employer may request that the employee furnish a document attesting to the reasons for the absence.

The employee must advise the employer of his absence as soon as possible and take the reasonable steps within his power to limit the leave and the duration of the leave.

The first 2 days taken annually shall be remunerated according to the calculation formula described in section 6.03, with any adjustments required in the case of division. The employee becomes entitled to such remuneration on being credited with three months of uninterrupted service, even if he was absent previously. The right applies in the same manner to authorized absences for a reason provided for in section 79.1 of the Act respecting labour standards (chapter N-1.1). Despite the foregoing, an employer is not required to pay more than 2 days of absence in a same year where the employee is absent from work for any of the reasons provided for in this section or section 79.1 of the Act respecting labour standards.”;

(4) by inserting “, the father or the mother” after “or of the child” in paragraph 7.

11. Section 7.02 is replaced by the following:

“Regular A-01 employees accumulate in leave, for an absence due to sickness or accident, equal to 2% of their wages for hours worked, including the compensation for holidays but excluding premiums.

A regular A-01 employee who is absent because of a reason referred to in the first paragraph receives the equivalent in wages of the number of hours scheduled per day of absence up to the reserve accumulated the preceding year. Two days of absence for a reason provided for in section 79.7 or for any other reason provided for in section 79.1 of the Act respecting labour standards are taken from the amount accumulated in leave.

Despite the second paragraph, a regular A-01 employee must have accumulated the equivalent in wages of a full day for that day to be paid. If that is not the case, the Act respecting labour standards applies to the employee. The same applies to an employee who has not acquired the status of regular A-01.

On 31 October of each year, the employer establishes the dollar amount of the sick leave or accident accumulated the preceding year by each regular A-01 employee and informs each regular A-01 employee thereof not later than the following 30 November.

To be entitled to the payment of the dollar amount of accumulated leave established by the employer on 31 October of each year, the regular A-01 employee must be in the employ of his or her employer on 31 October, except where there is a change in employer and the regular A-01 employee is hired on the same workplace by the new employer and the employee has performed an average of 30 hours of work between 1 November and the date of the end of employment. In that case, the dollar amount of leave accumulated in the preceding year and in the current year is paid by the former employer at the time

of the employee's departure. A regular A-01 employee who is still in the employ of his or her employer on 31 October is paid the dollar amount of leave accumulated in the preceding year not later than the following 10 December."

12. Section 8.02 is amended

(1) by striking out “, that is 2 summer shirts and 2 winter shirts” in subparagraph 1 of the first paragraph;

(2) by replacing “grossesse” in the fourth paragraph of the French text by “maternité”.

13. Section 9.01 is amended by replacing “2 July 2017” and “2017” by “2 July 2022” and “2022”, respectively.

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

104048

Draft Regulation

Environment Quality Act
(chapter Q-2)

Charges payable for the disposal of residual materials — Amendment

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), that the Regulation to amend the Regulation respecting the charges payable for the disposal of residual materials, appearing below, may be made by the Government on the expiry of 45 days following this publication.

The draft Regulation amends the Regulation respecting the charges payable for the disposal of residual materials (chapter Q-2, r. 43) mainly to combine, as of 1 January 2021, both types of charges payable for the disposal of residual materials provided for therein, that is, the regular charges and the additional charges.

In proposing to maintain the combined charges at the current level, the draft Regulation does not affect competitiveness of enterprises.

The draft Regulation also adjusts the method of adjustment of the charges and provides certain situations for which no unpaid charge, no penalty and no interest are payable. It indicates the persons qualified to certify the assessment of the quantity of residual materials for which charges are payable and the method to be used for that certification.

Lastly, the draft Regulation makes amendments to clarify and simplify certain provisions consistent with the Regulation respecting the landfilling and incineration of residual materials (chapter Q-2, r. 19), in particular concerning the disposal facilities covered, the weighing of residual materials and the keeping of logs.

Further information on the draft Regulation may be obtained by contacting Philippe Coulombe, program division head, Direction des matières résiduelles, Direction générale des politiques en milieu terrestre, Ministère de l'Environnement et de la Lutte contre les changements climatiques, édifice Marie-Guyart, 9^e étage, boîte 71, 675, boulevard René-Lévesque Est, Québec (Québec) G1R 5V7; telephone: 418 521-3950, extension 4156; fax: 418 644-3386; email: philippe.coulombe@environnement.gouv.qc.ca.

Any person wishing to comment on the draft Regulation is requested to submit written comments within the 45-day period to Nicolas Juneau, Director, Direction des matières résiduelles, Direction générale des politiques en milieu terrestre, Ministère de l'Environnement et de la Lutte contre les changements climatiques, édifice Marie-Guyart, 9^e étage, boîte 71, 675, boulevard René-Lévesque Est, Québec (Québec) G1R 5V7; email: nicolas.juneau@environnement.gouv.qc.ca.

BENOIT CHARETTE,
*Minister of the Environment and
the Fight Against Climate Change*

Regulation to amend the Regulation respecting the charges payable for the disposal of residual materials

Environment Quality Act
(chapter Q-2, ss. 70, 95.1, 115.27, 115.34 and 124.1)

1. The Regulation respecting the charges payable for the disposal of residual materials (chapter Q-2, r. 43) is amended in section 1 by replacing “sites” by “facilities”.

2. Section 2 is replaced by the following:

“2. This Regulation applies to engineered landfills, construction or demolition waste landfills and residual materials incineration facilities to which the Regulation respecting the landfilling and incineration of residual materials (chapter Q-2, r. 19) applies.”

3. Section 3 is amended

(1) by replacing the first and second paragraphs by the following: