

## Regulations and other Acts

### Notice

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

#### Applicable percentages for the purposes of levying the assessment on employers personally liable for the payment of benefits for 2020

Notice is hereby given that the Commission des normes, de l'équité, de la santé et de la sécurité du travail, at its meeting of 19 September 2019, adopted the Regulation respecting the applicable percentages for the purposes of levying the assessment on employers personally liable for the payment of benefits for 2020.

In accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), the draft regulation was published on page 1102 in the *Gazette officielle du Québec* of 3 July 2019 with a notice that it could be adopted by the Commission, with or without amendment, upon the expiry of 45 days following the publication of that notice.

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

#### Regulation respecting the applicable percentages for the purposes of levying the assessment on employers personally liable for the payment of benefits for 2020

An Act respecting industrial accidents and occupational diseases  
(chapter A-3.001, s. 454, par. 1, subpar. 16)

**I.** The purpose of this regulation is to determine the applicable percentages for the purposes of levying the assessment on employers personally liable for the payment of benefits to defray the costs for the administration of Chapter X of the Act respecting industrial accidents and occupational diseases (chapter A-3.001) under Section 343 of said act.

**2.** The applicable percentages for employers under federal jurisdiction are:

(1) 26.7% when the benefits are paid by the Commission;

(2) 24.1% when the benefits are paid by the employer.

**3.** The applicable percentages for employers under provincial jurisdiction are:

(1) 46.9% when the benefits are paid by the Commission;

(2) 44.3% when the benefits are paid by the employer.

**4.** This regulation applies to the 2020 assessment year.

104091

### Notice

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

### Financing — Amendment

Notice is hereby given that the Commission des normes, de l'équité, de la santé et de la sécurité du travail made the Regulation to amend the Regulation respecting financing, without amendment, at its sitting of 19 September 2019.

In accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), the draft regulation was published on page 1103 in the *Gazette officielle du Québec* of 3 July 2019 with a notice that it could be adopted by the Commission, with or without amendment, upon the expiry of 45 days following the publication of that notice.

MANUELLE OUDAR,  
*Chair of the board of directors 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 10)

**1.** The Regulation respecting financing (chapter A-3.001, r. 7) is amended in sections 52 and 96:

(1) by inserting “the second paragraph of section 326 or” in the first paragraph after “pursuant to”;

(2) by inserting the following after the first paragraph: “Where the victim of an accident or of an occupational disease is an employer or an executive officer registered with the Commission under section 18 of the Act, the cost of the compensation corresponds to the amount required to pay all the benefits resulting from the accident or disease.”;

(3) by replacing “Elle” in the French text by “La Commission”.

**2.** Schedules 1, 2, 3, 4 and 7 are respectively replaced by Schedules 1, 2, 3, 4 and 7 attached to this Regulation.

**3.** This Regulation applies for the assessment year 2020. Despite the foregoing, section 1 also applies to subsequent years.

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

CLASSIFICATION UNITS, RATES OF ASSESSMENT AND EXPERIENCE RATIOS FOR  
THE YEAR 2020

**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.

## Classification units, rates of assessment and experience ratios for the year 2020

| Unit Number | Unit Title  | First-level experience ratio |              |        |        |        |        | Second-level experience ratio |        |        |
|-------------|---|------------------------------|--------------|--------|--------|--------|--------|-------------------------------|--------|--------|
|             |   | General Rate                 | Special Rate | 2016   | 2017   | 2018   | 2019   | 2015                          | 2016   | 2017   |
| 10110       | Breeding of cattle; operating a dairy cattle herd; breeding of horses; horse boarding or dressage service; operating a riding centre, a horse school or a racing stable; operating a farm animal auction site; breeding of domestic animals | 5.19                         | 4.89         | 0.2945 | 0.2991 | 0.2451 | 1.3069 | 1.3069                        | 1.3069 | 1.3069 |

This unit refers to:

- the breeding of cattle;
- the operation of a dairy cattle herd;
- the breeding of horses;
- horse boarding or dressage service;
- the operation of a riding centre, a horse school or a racing stable;
- the operation of a farm animal auction site;
- the breeding of domestic animals such as dogs, cats, budgies or parrots.

This unit also refers to:

- the breeding of buffaloes;
- the breeding of cervidae such as deer or wapitis;
- the breeding of ostriches, emus or rheas;
- the production of ostrich, emu or rhea eggs;
- the breeding of wild boars;
- the breeding of llamas or alpacas;
- the breeding of yaks;
- the breeding of animals referred to in this unit for reproduction or insemination;
- the production of pregnant mare's urine;

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|---|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |   |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | 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 | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|-------------|--|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|             |  |              | Special Rate                 | 2016   | 2017   | 2018                          | 2015   | 2016   |
| 10120       | Breeding of pigs; breeding of sheep; breeding of goats | 6.27         | 5.95                         | 0.3733 | 0.4106 | 0.4447                        | 1.4779 | 1.4779 |

the farm on activities referred to under these units with respect to this unit.

This unit refers to:

- the breeding of pigs;
- the breeding of sheep;
- the breeding of goats.

This unit also refers to:

- the breeding of animals referred to under this unit for reproduction or insemination;
- pig weighing service;
- sheep shearing service;
- the services related to breeding activities referred to in this unit such as 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 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

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|---|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |   |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | under these units. In the opposite case, he is classified in unit 10110 for all of these activities.  |              |              |                              |        |                               |        |
|             | 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 the farm on activities referred to under these units with respect to this unit. |              |              |                              |        |                               |        |
| 10130       | Breeding of poultry; production of poultry or game bird eggs; operating a hatchery; poultry capture and caging service; candling and classification of eggs; breeding of rabbits; fish-farming, beekeeping  | 3.99         | 3.71         | 0.3297                       | 0.3781 | 0.2873                        | 0.9731 |
|             | This unit refers to:  |              |              |                              |        |                               |        |
|             | · the breeding of poultry;  |              |              |                              |        |                               |        |
|             | · the production of poultry or game bird eggs;  |              |              |                              |        |                               |        |

| Unit Number | Unit Title | General Rate | Special Rate | First-level experience ratio |      |      | Second-level experience ratio |      |      |
|-------------|------------|--------------|--------------|------------------------------|------|------|-------------------------------|------|------|
|             |            |              |              | 2016                         | 2017 | 2018 | 2015                          | 2016 | 2017 |
|             |            |              |              |                              |      |      |                               |      |      |

- the operation of a hatchery;
- poultry capture and caging service;
- the candling and classification of eggs;
- the breeding of rabbits;
- fish-farming;
- beekeeping.

This unit also refers to:

- the breeding of small furbearing animals such as mink, muskrats, chinchillas or foxes;
- the breeding of small laboratory animals such as mice or rats;
- the breeding of small game birds such as pheasants, quails or guinea-fowl;
- the breeding of earthworms and the production of earthworm manure;
- the breeding of snails;
- the breeding of insects such as crickets;
- the breeding of frogs;
- the services related to the breeding activities referred to in this unit such as feeding animals.

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 artificial insemination of animals;
- honey processing.

An employer classified in this unit cannot also be classified in units

| Unit Number           | Unit Title  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |        |
|-----------------------|---|--------------|--------------|------------------------------|------|-------------------------------|--------|
|                       |   |              |              | 2016                         | 2017 | 2018                          | 2015   |
| 15030                 | 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.  |              |              |                              |      |                               |        |
| 54420, 54430 or 54440 | 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. |              |              | 2.99                         | 2.72 | 0.1968                        | 0.1990 |
| 10140                 | Growing of cereal crops; growing of seeds or legumes; growing of forage crop plants; growing of fruit, vegetables, or fine herbs in fields; growing of mushrooms; growing of sod; growing of tobacco; harvesting of peat  |              |              | 2.99                         | 2.72 | 0.1968                        | 0.1916 |
|                       | This unit refers to:  |              |              |                              |      |                               |        |
|                       | the growing of cereal crops such as corn, oats, barley or wheat;  |              |              |                              |      |                               |        |
|                       | the growing of seeds or legumes such as canola, sunflower, soya, beans or dried peas;   |              |              |                              |      |                               |        |
|                       | the growing of forage crop plants such as alfalfa, millet or clover;  |              |              |                              |      |                               |        |
|                       | the growing of fruit in fields such as strawberries, blueberries, cranberries or raspberries;   |              |              |                              |      |                               |        |
|                       | the growing of vegetables in fields such as potatoes, cabbage, carrots, cucumbers, onions or lettuce;   |              |              |                              |      |                               |        |
|                       | the growing of fine herbs in fields;  |              |              |                              |      |                               |        |

| Unit Number | Unit Title | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|------------|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |            |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             |            |              |              |                              |      |                               | 2017 |

- . the growing of mushrooms;
- . the growing of sod;
- . the growing of tobacco;
- . the harvesting of peat.

This unit also refers to:

- . the growing in a greenhouse of fruit, vegetable or fine herb plants intended for transplantation by the employer in his fields;
- . the activities related to the fermentation of compost in a field;
- . the picking on wild land of plants such as fiddleheads, mushrooms, yew branches or algae;
- . the collecting of softshell clams;
- . services related to growing such as:
  - . ploughing;
  - . the planting of seeds;
  - . the spreading of manure;
  - . the spreading of pesticides;
  - . combine harvesting;
  - . the harvesting of crops.

This unit does not refer to:

- . compost material removal service.

An employer classified in this unit cannot also be classified in units 15030 to 15080, 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.

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |      |      | Second-level experience ratio |      |      |
|-------------|---|--------------|--------------|------------------------------|------|------|-------------------------------|------|------|
|             |   |              |              | 2016                         | 2017 | 2018 | 2015                          | 2016 | 2017 |
|             | 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. |              |              |                              |      |      |                               |      |      |

10150 Growing of fruit, vegetables or fine herbs in a greenhouse; growing of ornamental plants; growing of trees or shrubs; operating an orchard; maple growing

This unit refers to:

- . 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.

This unit also refers to:

- . the growing of reforestation plants;
- . the growing of grapes.

This unit also refers to the following activity when done by the workers of an employer as part of maple growing.

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|--|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |  |              |              | 2016                         | 2017   | 2018                          | 2015   |
| 111110      | Deep-sea fishing; mid-shore fishing; coastal fishing; freshwater fishing | 7.53         | 7.18         | 0.2487                       | 0.1703 | 0.1580                        | 1.4550 |
|             | This unit refers to :  |              |              |                              |        |                               | 1.4550 |
|             | - deep-sea fishing;  |              |              |                              |        |                               |        |
|             | - mid-shore fishing;   |              |              |                              |        |                               |        |
|             | - coastal fishing;   |              |              |                              |        |                               |        |
|             | - freshwater fishing.  |              |              |                              |        |                               |        |

| Unit Number | Unit Title   |  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|--|--|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |  |  |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | This unit also refers to :   |  |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>. fishing while diving;</li> <li>. seal hunting;</li> <li>. the harvesting of marine algae by boat;</li> <li>. the breeding of fish, mussels, scallops or clams in a lagoon or at sea;</li> <li>. the processing of fish or seafood on a boat.</li> </ul> |  |              |              |                              |        |                               |        |
|             | 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"> <li>. the installation and inspection of nets and anchor cables performed while underwater diving.</li> </ul>   |  |              |              |                              |        |                               |        |
| 13110       | Operating a ferrous metal mine   |  | 1.44         | 1.20         | 0.0952                       | 0.1160 | 0.1107                        | 0.2761 |
|             | This unit refers to :  |  |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>. the operation of a ferrous metal mine.</li> </ul>   |  |              |              |                              |        |                               |        |
|             | This unit also refers to :   |  |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>. the pelletization of iron ore;</li> <li>. the concentration of ores referred to under this unit.</li> </ul>   |  |              |              |                              |        |                               |        |
|             | This unit does not refer to :  |  |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>. the refining or primary production of metals.</li> </ul>  |  |              |              |                              |        |                               |        |

| Unit Number  | Unit Title   | First-level experience ratio |              |        |        |        |        | Second-level experience ratio |        |        |
|--|--|------------------------------|--------------|--------|--------|--------|--------|-------------------------------|--------|--------|
|  |  | General Rate                 | Special Rate | 2016   | 2017   | 2018   | 2015   | 2016                          | 2017   |        |
| 13120  | Operating a non-ferrous metal mine; operating a salt or diamond mine   | 3.69                         | 3.41         | 0.1552 | 0.1425 | 0.0880 | 0.7684 | 0.7684                        | 0.7684 |        |
| This unit refers to :  |  |                              |              |        |        |        |        |                               |        |        |
|  | the operation of non-ferrous metal mines for such substances as gold, silver, copper, nickel, niobium, zinc or platinum; |                              |              |        |        |        |        |                               |        |        |
|  | the operation of the following mineral mines :   |                              |              |        |        |        |        |                               |        |        |
|  | · salt;  |                              |              |        |        |        |        |                               |        |        |
|  | · diamonds.  |                              |              |        |        |        |        |                               |        |        |
| This unit also refers to :   |  |                              |              |        |        |        |        |                               |        |        |
|  | the concentration of the ores referred to under this unit.   |                              |              |        |        |        |        |                               |        |        |
| 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 production of gold or silver bullion.  |                              |              |        |        |        |        |                               |        |        |
| This unit does not refer to :  |  |                              |              |        |        |        |        |                               |        |        |
|  | the melting and refining of non-ferrous metals.  |                              |              |        |        |        |        |                               |        |        |
| 13140 Operating a crushed or freestone quarry; operating a sandpit or a gravel pit; operating an industrial or structural mineral mine   |  |                              |              |        |        |        |        |                               |        |        |
|  | 3.82   | 3.54                         | 0.2177       | 0.2771 | 0.2063 | 0.8447 | 0.8447 | 0.8447                        | 0.8447 | 0.8447 |











| Unit Number | Unit Title  |  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |               |
|-------------|---|--|--------------|--------------|------------------------------|--------|-------------------------------|---------------|
|             |   |  |              |              | 2016                         | 2017   | 2018                          | 2015          |
|             | 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   |  | 4.40         | 4.11         | 0.4291                       | 0.4235 | 0.3889                        | 1.2785 1.2785 |
|             | This unit refers to:  |  |              |              |                              |        |                               |               |
|             | · the manufacture of luncheon meat such as:   |  |              |              |                              |        |                               |               |

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|--|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |  |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | cooked turkey;   |              |              |                              |      |                               |      |
|             | cooked ham;  |              |              |                              |      |                               |      |
|             | pepperoni;   |              |              |                              |      |                               |      |
|             | salami;  |              |              |                              |      |                               |      |
|             | smoked meat;   |              |              |                              |      |                               |      |
|             | meat, fish or seafood processing by such operations as:                              |              |              |                              |      |                               |      |
|             | seasoning;   |              |              |                              |      |                               |      |
|             | smoking;   |              |              |                              |      |                               |      |
|             | canning;   |              |              |                              |      |                               |      |
|             | packing;   |              |              |                              |      |                               |      |
|             | the manufacture of fresh, frozen or canned ready-made dishes such as:                |              |              |                              |      |                               |      |
|             | appetizers;  |              |              |                              |      |                               |      |
|             | lasagna;   |              |              |                              |      |                               |      |
|             | fish or seafood mousses;   |              |              |                              |      |                               |      |
|             | meat or fish pies;   |              |              |                              |      |                               |      |
|             | pizzas;  |              |              |                              |      |                               |      |
|             | vegetarian dishes;   |              |              |                              |      |                               |      |
|             | salad plates;  |              |              |                              |      |                               |      |
|             | sandwiches.  |              |              |                              |      |                               |      |
|             | This unit also refers to:  |              |              |                              |      |                               |      |
|             | the manufacture of sushi;  |              |              |                              |      |                               |      |
|             | the manufacture of sausages;   |              |              |                              |      |                               |      |
|             | the preparation of natural casings for delicatessen purposes;                        |              |              |                              |      |                               |      |
|             | the manufacture of country-style pâtés, crêtons, terrines or other similar products; |              |              |                              |      |                               |      |
|             | the processing of animal fats for human consumption;                                 |              |              |                              |      |                               |      |
|             | fish wholesaling in a building where cutting is also done.                           |              |              |                              |      |                               |      |

| Unit Number | Unit Title   |   | First-level experience ratio |              |        | Second-level experience ratio |        |        |        |        |
|-------------|--|---|------------------------------|--------------|--------|-------------------------------|--------|--------|--------|--------|
|             |  |   | General Rate                 | Special Rate | 2016   | 2017                          | 2018   | 2015   |        |        |
|             |  | 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 soups;   |                              |              |        |                               |        |        |        |        |
|             |  | the manufacture of sauces for pasta or pizzas;  |                              |              |        |                               |        |        |        |        |
|             |  | the manufacture of bread or pizza dough.  |                              |              |        |                               |        |        |        |        |
|             |  | Wholesaling refers to the trade in goods for resale or for commercial, industrial, institutional or professional use.   |                              |              |        |                               |        |        |        |        |
|             |  | This unit does not refer to:  |                              |              |        |                               |        |        |        |        |
|             |  | the operation of a butcher shop;  |                              |              |        |                               |        |        |        |        |
|             |  | the operation of a fish market;   |                              |              |        |                               |        |        |        |        |
|             |  | the activities referred to under units 68010 and 68020.   |                              |              |        |                               |        |        |        |        |
|             |  | An employer who engages in both fishing and fish or seafood processing is classified, for this processing, in this unit, if at least one of his workers only performs tasks related to this processing elsewhere than on a boat. This employer shall state the wages of an employee who performs tasks related to this processing on a boat with respect to unit 11110. |                              |              |        |                               |        |        |        |        |
| 15030       | Manufacturing food for animals; mixing or processing of grains | This unit refers to:  | 2.89                         | 2.63         | 0.1811 | 0.2227                        | 0.2621 | 0.6670 | 0.6670 | 0.6670 |

| Unit Number | Unit Title                                   |  | First-level experience ratio |              |      | Second-level experience ratio |      |      |
|-------------|--|--|------------------------------|--------------|------|-------------------------------|------|------|
|             |  |  | General Rate                 | Special Rate | 2016 | 2017                          | 2018 | 2015 |
| .           | sieving;<br>milling;<br>cleaning;<br>drying. |  |                              |              |      |                               |      |      |

This unit also refers to:

- . the processing of animal by-products other than for human consumption such as :
  - . 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:

- . the manufacture of nursing feed for young animals.

This unit does not refer to:

- . the growing of grains;
- . the manufacture of vitamins and minerals for animals.

| Unit Number | Unit Title  | General Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|-------------|---|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|             |   |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |
| 15040       | Manufacturing beverages, whether alcoholic or non-alcoholic; manufacturing fruit or vegetable juice | 2.48         | 2.23                         | 0.2165 | 0.2421 | 0.1929                        | 0.6635 | 0.6635 |

This unit refers to:

- the manufacture of beverages, whether alcoholic or non-alcoholic;
  - the manufacture of fruit or vegetable juice.
- This unit also refers to:
- the manufacture of natural ice;
  - the manufacture of frozen sticks or lollipops made from beverages or fruit juice;
  - the treatment and bottling of water;
  - liquid food product packaging service;
  - the manufacture of fruit or vegetable juice concentrates;
  - the manufacture of beverage concentrates, whether alcoholic or non-alcoholic;
  - the manufacture of beer yeasts;
  - the manufacture of vinegar.

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 manufacture of syrup for beverages;
- the manufacture of beverages, frozen sticks or lollipops made from fruit juice and dairy products;
- the manufacture of flavour crystals;





| Unit Number | Unit Title  |  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|---|--|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |   |  |              |              | 2016                         | 2017   | 2018                          | 2015   |
| 15060       | Manufacturing flour; manufacturing confectionery products |  | 3.28         | 3.01         | 0.2424                       | 0.2430 | 0.2132                        | 0.8438 |
|             | This unit refers to:                                      |  |              |              |                              |        |                               | 0.8438 |
|             | the manufacture of ready-made dishes;                     |  |              |              |                              |        |                               |        |
|             | . . . the roasting of soya beans;                         |  |              |              |                              |        |                               |        |
|             | . . . the manufacture of soya flour;                      |  |              |              |                              |        |                               |        |
|             | . . . the manufacture of soya margarine;                  |  |              |              |                              |        |                               |        |
|             | . . . the manufacture of soya oil.                        |  |              |              |                              |        |                               |        |

the manufacture of pastry products such as:

- . . . donuts;
- . . . cookies;
- . . . brioches;
- . . . croissants;
- . . . cakes;
- . . . pies;

the manufacture of bakery products such as:

- . . . bagels;
- . . . bread rusk;
- . . . bread crumbs;
- . . . bread;

the manufacture of flour for human consumption;

the manufacture of confectionery products such as:

- . . . cocoa butter;
- . . . candies;
- . . . chocolate;
- . . . chewing gum;
- . . . honey products.



| <b>Unit Number</b> | <b>Unit Title</b>   | <b>General Rate</b> | <b>Special Rate</b> | <b>First-level experience ratio</b> |        | <b>Second-level experience ratio</b> |        |
|--------------------|---|---------------------|---------------------|-------------------------------------|--------|--------------------------------------|--------|
|                    |   |                     |                     | 2016                                | 2017   | 2018                                 | 2015   |
|                    | Retail trade refers to mainly selling goods to consumers for personal or home use.  |                     |                     |                                     |        |                                      |        |
|                    | This unit does not refer to:  |                     |                     |                                     |        |                                      |        |
|                    | <ul style="list-style-type: none"> <li>- bee-keeping;</li> <li>- maple growing;</li> <li>- the manufacture of beverages, whether alcoholic or non-alcoholic;</li> <li>- the manufacture of ready-cooked meals.</li> </ul>   |                     |                     |                                     |        |                                      |        |
|                    | An employer classified in this unit cannot also be classified in units 68010 and 68020 except when at least one of his workers only performs tasks related to the activities referred to under these units.   |                     |                     |                                     |        |                                      |        |
| 15070              | Processing of coffee; processing of tea, spices, seasonings or fine herbs; manufacturing herbal teas; roasting of nuts, almonds or legumes  | 2.53                | 2.28                | 0.2150                              | 0.2023 | 0.1915                               | 0.5570 |
|                    | This unit refers to:  |                     |                     |                                     |        |                                      |        |
|                    | <ul style="list-style-type: none"> <li>- the processing of coffee by operations such as           <ul style="list-style-type: none"> <li>- the extraction of caffeine;</li> <li>- mixing;</li> <li>- grinding;</li> <li>- roasting;</li> </ul> </li> <li>- the processing of tea, spices, seasonings or fine herbs by operations such as:           <ul style="list-style-type: none"> <li>- grinding;</li> <li>- mixing;</li> <li>- drying;</li> </ul> </li> </ul> |                     |                     |                                     |        |                                      |        |



| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|---|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |   |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | This unit does not refer to:  |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>- growing.</li> </ul>  |              |              |                              |        |                               |        |
|             | An employer who in the same building both engages in the manufacture of vinegar or the dehydration of fruits or vegetables and carries out an activity referred to in this unit is classified in this unit for these activities.  |              |              |                              |        |                               |        |
| 15080       | Processing of milk; manufacturing dairy products  | 1.38         | 1.15         | 0.1221                       | 0.1567 | 0.1528                        | 0.2952 |
|             | This unit refers to:  |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>- the processing of milk;</li> <li>- the manufacture of dairy products such as:</li> <li>- frozen stick or lollipops;</li> <li>- butter;</li> <li>- milk beverages;</li> <li>- cream;</li> <li>- ice cream;</li> <li>- cheese;</li> <li>- yogurt.</li> </ul> |              |              |                              |        |                               |        |
|             | This unit also refers to:   |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>- the manufacture of beverages, frozen sticks or lollipops made from fruit juice and dairy products;</li> <li>- the manufacture of sorbets.</li> </ul>   |              |              |                              |        |                               |        |
|             | This unit also refers to the following activity when done by the workers  |              |              |                              |        |                               |        |





| Unit Number | Unit Title  |  | First-level experience ratio |              |        | Second-level experience ratio |        |        |
|-------------|---|--|------------------------------|--------------|--------|-------------------------------|--------|--------|
|             |   |  | General Rate                 | Special Rate | 2016   | 2017                          | 2018   | 2015   |
| 16050       | Manufacturing reinforced plastic products                         | the manufacture of woven or stitched plastic bags; the installation of manufactured products.  | 4.22                         | 3.93         | 0.3428 | 0.4132                        | 0.3134 | 1.1936 |
|             |   | This unit refers to:   |                              |              |        |                               |        |        |
|             |   | the manufacture of plastic products combined with the reinforcing of plastic using materials such as glass, carbon, asbestos, jute, cotton or Kevlar in the form of fiber, filament or mesh. |                              |              |        |                               |        |        |
|             |   | This unit also refers to:  |                              |              |        |                               |        |        |
|             |   | the manufacture outside shipyards of boats with reinforced plastic hulls such as kayaks, yachts, sailboats or canoes;  |                              |              |        |                               |        |        |
|             |   | the repair, excluding mechanical repairs, of products referred to under this unit.   |                              |              |        |                               |        |        |
|             |   | This unit does not refer to:   |                              |              |        |                               |        |        |
|             |   | the installation of manufactured products.   |                              |              |        |                               |        |        |
| 16070       | Manufacturing body hygiene and care products; manufacturing drugs | 1.51   | 1.27                         | 0.0988       | 0.1118 | 0.0923                        | 0.3317 | 0.3317 |
|             |   | This unit refers to:   |                              |              |        |                               |        |        |
|             |   | the manufacture of body hygiene and care products, for human or animal use, such as soaps, cosmetics, perfumes, lotions, toothpaste or hair products;  |                              |              |        |                               |        |        |

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|--|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |  |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | <p>the manufacture of prescription or over-the-counter drugs, for human or animal use, such as analgesics, anesthetics, antibiotics, anti-inflammatories, antiseptics or hormones.</p> <p>This unit also refers to:</p> <ul style="list-style-type: none"> <li>- the manufacture of vaccines;</li> <li>- the manufacture of medical diagnostic products;</li> <li>- the manufacture of natural health products such as vitamins or dietary minerals;</li> <li>- the manufacture of homeopathic remedies;</li> <li>- the manufacture of essential oils;</li> <li>- the conditioning or bottling of the products referred to under this unit;</li> <li>- the manufacture of food additives such as flavours, colorants or preservatives;</li> <li>- the manufacture of tobacco products.</li> </ul> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>- the manufacture of body hygiene and care products made of textiles;</li> <li>- the manufacture of functional foods such as soybean beverages or margarine enriched with phytosterols;</li> <li>- the picking of raw materials used in the manufacture of the products referred to under this unit;</li> <li>- the breeding of animal species or the growing of plant species used in the manufacture of the products referred to in this unit.</li> </ul> |              |              |                              |      |                               |      |

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|-------------|---|--------------|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|             |   |              |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |
| 16080       | Manufacturing cleaning or maintenance products; manufacturing adhesives, manufacturing ink; manufacturing coating products; manufacturing fertilizers | 2.18         | 1.93         | 0.1226                       | 0.1558 | 0.1278 | 0.4412                        | 0.4412 | 0.4412 |

This unit refers to:

- the manufacture of household or industrial cleaning or maintenance products, such as cleaning products, strippers, disinfectants, detergents or fabric softeners;
- the manufacture of adhesives;
- the manufacture of ink;
- the manufacture of coating products such as paints, varnishes, stains or lacquers;
- the manufacture of fertilizers.

This unit also refers to:

- the manufacture of paints for artists;
- the manufacture of coating product components such as thinners, driers or bonds;
- the manufacture of caulking products such as sealants, surface coatings or fillers;
- the manufacture of products for automobile vehicles or for industrial machinery, such as lubricating greases, lubricating oils, windshield wiper fluid, anti-freeze or cutting fluid;
- the manufacture of peat- or compost-based products;
- the manufacture of pest control products such as pesticides, insecticides, fungicides or rat poison;
- the manufacture of candles;
- the recycling of ink cartridges;

| Unit Number | Unit Title  |                              | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|---|------------------------------|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |   |                              |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | the conditioning and bottling of the products referred to under this unit.  |                              |              |              |                              |      |                               |      |
| 16090       | Synthetic resin manufacturing; crude oil refining; petrochemical products manufacturing; chemical products manufacturing; ammunition manufacturing; explosives manufacturing  | This unit does not refer to: |              |              |                              |      |                               |      |
|             | the picking of raw materials used in the manufacture of the products referred to under this unit;   |                              |              |              |                              |      |                               |      |
|             | compostable material removal service.   |                              |              |              |                              |      |                               |      |
|             | An employer who both manufactures and processes lubricating greases and oils is classified in this unit for these activities.   |                              |              |              |                              |      |                               |      |
|             |   | This unit refers to:         |              |              |                              |      |                               |      |
|             | 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;  |                              |              |              |                              |      |                               |      |

| Unit Number | Unit Title                       | General Rate | Special Rate | First-level experience ratio |      |      | Second-level experience ratio |      |      |
|-------------|----------------------------------|--------------|--------------|------------------------------|------|------|-------------------------------|------|------|
|             |                                  |              |              | 2016                         | 2017 | 2018 | 2015                          | 2016 | 2017 |
| -           | the manufacturing of explosives. |              |              |                              |      |      |                               |      |      |

This unit also refers to:

- 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;
- the manufacturing of acids such as sulfuric, hydrochloric or nitric acid;
- the manufacturing of styrofoam;
- the manufacturing of gas such as carbon dioxide, hydrogen, oxygen, nitrogen or argon;
- the bottling of gas such as carbon dioxide, hydrogen, oxygen, nitrogen or argon;
- the composition of foamed polyurethane;
- the manufacturing of devices for the use of explosives such as fuses or detonators;
- the manufacturing of pyrotechnics such as signal flares or fireworks;
- the manufacturing of propellant powder for air bags;
- the presentation of fireworks.

This unit does not refer to:

- the manufacturing, on site, of explosives or devices for the use of explosives where carried out during work included in unit 80040.

| Unit Number | Unit Title   | First-level experience ratio |              |        |        |        |        | Second-level experience ratio |        |        |
|-------------|--|------------------------------|--------------|--------|--------|--------|--------|-------------------------------|--------|--------|
|             |  | General Rate                 | Special Rate | 2016   | 2017   | 2018   | 2015   | 2016                          | 2017   | 2018   |
| 17010       | Manufacturing threads; manufacturing woven, knitted or needle punched fabrics; finishing of threads, fabrics or clothing | 2.59                         | 2.33         | 0.1855 | 0.2480 | 0.2088 | 0.7004 | 0.7004                        | 0.7004 | 0.7004 |

This unit refers to:

- manufacture of threads made of fibres;
- manufacture of woven, knitted or needle punched fabrics;
- the finishing of threads made of fibres, such as dyeing or sizing;
- the finishing of fabrics such as dyeing, calendaring, decating 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;

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |      |      | Second-level experience ratio |      |      |
|-------------|--|--------------|--------------|------------------------------|------|------|-------------------------------|------|------|
|             |  |              |              | 2016                         | 2017 | 2018 | 2015                          | 2016 | 2017 |
|             | <ul style="list-style-type: none"> <li>· the coating of fabrics with materials such as polyurethane, ethylene-acetate, plastic, glue, urethane or vinyl;</li> <li>· the dyeing of leather or fur;</li> <li>· the manufacture of dental floss from string made of textile materials.</li> </ul> |              |              |                              |      |      |                               |      |      |

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 cutting and binding of carpet material in carpets or mats;
- the manufacture of decoration or furniture accessories using textile materials of the cut and sewn type;
- the manufacture by extrusion of synthetic fibres or threads;
- printing on fabrics or clothing.

This unit does not refer to:

- the manufacture of mineral fibres;
- the operation of a laundromat;
- clothing inspection service including thread cutting activities, the sewing on of labels or buttons.

An employer who engages in both the manufacture of embroidered decorative articles or badges and the embroidery of fabrics is classified in this unit for these activities.

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|--|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |  |              |              | 2016                         | 2017   | 2018                          | 2015   |
| 17030       | Clothing manufacturing; shoe manufacturing; operation of a shoe repair shop; manufacturing of leather or imitation leather items | 1.86         | 1.62         | 0.1116                       | 0.0976 | 0.0894                        | 0.4205 |

This unit refers to:

- the manufacturing of cut and sewn or knitted clothing;
- the manufacturing of cut and sewn shoes such as boots, shoes, slippers or moccasins;
- the operation of a shoe repair shop including the repair and dyeing of leather or imitation leather items;
- the manufacturing of leather or imitation leather items.

This unit also refers to:

- the manufacturing of samples of clothing;
- the manufacturing of knitted clothing such as sleeves, collars or cuffs if it requires sewing;
- the manufacturing of knitted items such as bags or cases;
- restyling of fur clothing or items;
- the cutting of material for manufacturing clothing;
- alteration or repair of clothing;
- inspection of clothing including thread cutting, label sewing or button sewing;
- the manufacturing of cut and sewn luggage or leathercraft made of textile, leather or imitation leather such as suitcases, backpacks, handbags, wallets or cases;
- the manufacturing of cut and sewn ice skates or roller skates;
- the manufacturing of leather, imitation leather or textile body protective equipment such as life jackets;

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|--|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |  |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | bulletproof vests;   |              |              |                              |      |                               |      |
|             | elbow pads, shoulder pads, leg pads, knee pads;  |              |              |                              |      |                               |      |
|             | throat protectors;   |              |              |                              |      |                               |      |
|             | hockey pants;  |              |              |                              |      |                               |      |
|             | the manufacturing or repair of prostheses or orthoses.   |              |              |                              |      |                               |      |
|             | The unit also includes the following activities where they are carried out by the workers of an employer in the carrying out by that employer of activities included in this unit: |              |              |                              |      |                               |      |
|             | embroidery on manufactured products;   |              |              |                              |      |                               |      |
|             | the finishing of manufactured products;  |              |              |                              |      |                               |      |
|             | the manufacturing of parts related to shoes such as soles, grommets or linings;  |              |              |                              |      |                               |      |
|             | the manufacturing of cut and sewn canvases or textile bags.  |              |              |                              |      |                               |      |
|             | The unit also includes the following activity where it is carried out by the workers of an employer in manufacturing cut and sewn shoes:   |              |              |                              |      |                               |      |
|             | the manufacturing of moulded rubber or plastic products  |              |              |                              |      |                               |      |
|             | The unit also includes the following activities where they are carried out by the workers of an employer in operating a shoe repair shop:  |              |              |                              |      |                               |      |
|             | skate, knife or tool sharpening;   |              |              |                              |      |                               |      |
|             | the repair of cut and sewn items.  |              |              |                              |      |                               |      |
|             | This unit does not refer to:   |              |              |                              |      |                               |      |
|             | the manufacturing of crutches.   |              |              |                              |      |                               |      |

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|---|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |   |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | An employer that, in the same building, repairs clothing and manufactures textile decorative accessories and furniture included in unit 17040 is in this unit for those activities. |              |              |                              |        |                               |        |
| 17040       | Manufacturing or repairing articles made of canvas; manufacturing decoration and furniture accessories made of textile materials  | 3.95         | 3.66         | 0.2109                       | 0.2572 | 0.1962                        | 0.9595 |

This unit refers to:

- the manufacture or repair of canvas articles of the cut and sewn type such as:
  - sails for boats;
  - canvas covers for shelters, canopies or parasols;
  - cover shells for manure pits;
  - canvas sheets;
  - inflatable toys;
- the manufacture of decoration and furniture accessories made of textile materials of the cut and sewn type such as:
  - cushions;
  - pillows;
  - drapery material;
  - bedding;
  - curtains;
  - towels.

This unit also refers to:

- the manufacture of filters made of textile materials of the cut and sewn type;
- the manufacture of toys made of fabric such as dolls, teddy

| Unit Number | Unit Title  |  | General Rate | Special Rate | First-level experience ratio |         | Second-level experience ratio |        |
|-------------|---|--|--------------|--------------|------------------------------|---------|-------------------------------|--------|
|             |   |  |              |              | 2016                         | 2017    | 2018                          | 2015   |
|             | bears or balls;   |  |              |              |                              |         |                               |        |
|             | the manufacture of fabric drapers or cloths;  |  |              |              |                              |         |                               |        |
|             | the manufacture of bags made of canvas or textile materials of the cut and sewn type;   |  |              |              |                              |         |                               |        |
|             | the manufacture of zippers on a support made of textile materials;  |  |              |              |                              |         |                               |        |
|             | the cutting and binding of carpet material in carpets or mats.  |  |              |              |                              |         |                               |        |
|             | 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: |  |              |              |                              |         |                               |        |
|             | embroidery on manufactured products;  |  |              |              |                              |         |                               |        |
|             | the finishing of manufactured products.   |  |              |              |                              |         |                               |        |
|             | This unit does not refer to:  |  |              |              |                              |         |                               |        |
|             | the manufacture of framing for filters;   |  |              |              |                              |         |                               |        |
|             | the manufacture of metal structures of the products referred to in this unit;   |  |              |              |                              |         |                               |        |
|             | the installation of manufactured products when it is referred to under units 54080 or 80150.  |  |              |              |                              |         |                               |        |
| 18010       | Manufacturing doors and windows, in wood or plastic   |  | 3.56         | 3.29         | 0.33371                      | 0.33383 | 0.3458                        | 0.8817 |
|             | This unit refers to:  |  |              |              |                              |         |                               |        |
|             | the manufacture of doors and windows, in wood or plastic.   |  |              |              |                              |         |                               |        |

| Unit Number | Unit Title   |  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|--|--|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |  |  |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | This unit also refers to:  |  |              |              |                              |      |                               |      |
|             | <ul style="list-style-type: none"> <li>. the manufacture of doors and windows, in wood or plastic, covered with materials such as wood, metal or plastic;</li> <li>. the manufacture of hybrid windows made of materials such as wood, metal or plastic;</li> <li>. the manufacture of wood garage doors;</li> <li>. the manufacture of metal doors when done in the same building as the doors and windows referred to under this unit;</li> <li>. the manufacture and assembly of blinds.</li> </ul> |  |              |              |                              |      |                               |      |
|             | 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"> <li>. the manufacture of the following products, elsewhere than on the worksite or on the job, when they are made of wood: sills, frames, mouldings or trims of doors and windows;</li> <li>. the cutting of glass;</li> <li>. the drying of wood.</li> </ul>   |  |              |              |                              |      |                               |      |
|             | This unit also refers to the manufacture of sealed glass units form integration in doors and windows when their manufacture takes place in the building where these doors and windows are manufactured.  |  |              |              |                              |      |                               |      |
|             | This unit does not refer to:   |  |              |              |                              |      |                               |      |
|             | <ul style="list-style-type: none"> <li>. the manufacture by moulding of forms such as profiled sections;</li> <li>. the installation of manufactured products.</li> </ul>  |  |              |              |                              |      |                               |      |

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|-------------|---|--------------|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|             |   |              |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |
| 18020       | Manufacturing solid wood panels; manufacturing wood floors; manufacturing wood mouldings; manufacturing wood furniture components; manufacturing wood stairway components; manufacturing wood cabinet doors | 4.38         | 4.09         | 0.3798                       | 0.4268 | 0.3753 | 1.0666                        | 1.0666 | 1.0666 |

This unit refers to:

- the manufacture of solid wood panels;
- the manufacture of wood floors;
- the manufacture of wood mouldings;
- the manufacture of wood furniture components;
- the manufacture of wood stairway components;
- the manufacture of wood cabinet doors.

This unit also refers to:

- the manufacture of the following products elsewhere than on the worksite or on the job when they are made of wood: sills, frames, mouldings or trims of doors and windows;
- the manufacture of wood products by lathe work, joining, finger jointing, bending or bowing except if the manufacture of this product is referred to under another unit.

This unit also refers to the drying of wood 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:

- the installation of the manufactured products.

| <b>Unit Number</b> | <b>Unit Title</b>  | <b>First-level experience ratio</b> |                     |             |             |             |             | <b>Second-level experience ratio</b> |             |             |
|--------------------|--|-------------------------------------|---------------------|-------------|-------------|-------------|-------------|--------------------------------------|-------------|-------------|
|                    |  | <b>General Rate</b>                 | <b>Special Rate</b> | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2015</b> | <b>2016</b>                          | <b>2017</b> | <b>2018</b> |
| 18030              | Manufacturing in the plant or the workshop of wood frame buildings; manufacturing in the plant or the workshop of mobile homes or worksite trailers having a wood frame, manufacturing in the plant or the workshop of wood frame house panels | 8.86                                | 8.49                | 0.5442      | 0.5955      | 0.7586      | 2.1217      | 2.1217                               | 2.1217      | 2.1217      |

This unit refers to:

- the manufacture in the plant or the workshop of wood frame buildings such as houses, cottages, storage sheds or garages;
- the manufacture in the plant or the workshop of mobile homes or worksite trailers having a wood frame;
- the manufacture in the plant or the workshop of wood frame house panels.

This unit also refers to:

- the manufacture in the plant or the workshop of wood frame garden pavilions.

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 drying of wood.

This unit does not refer to:

- the installation of manufactured products.

An employer classified in this unit can also be classified in

| Unit Number                    | Unit Title   | General Rate | Special Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|--------------------------------|--|--------------|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|                                |  |              |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |
| <b>exceptional unit 90010.</b> |  |              |              |                              |        |        |                               |        |        |
| 18040                          | Manufacturing wood coffins; manufacturing or restoring musical instruments having a wood structure; manufacturing furniture, cabinets, counters or integrated furnishings made of wood or having a wood structure in a cabinet-making workshop | 4.29         | 4.01         | 0.2822                       | 0.2739 | 0.2593 | 0.9969                        | 0.9969 | 0.9969 |

This unit refers to:

- the manufacture of wood coffins;
- the manufacture or restoration of musical instruments having a wood structure such as pianos, organs, guitars, drums or flutes;
- the manufacture of furniture, cabinets, counters or integrated furnishings made of wood or having a wood structure in a cabinet-making workshop where the organization of work is not standardized and where the production is done on a small scale by workers who are not specifically assigned to a work station.

This unit also refers to:

- the manufacture of game tables having a wood structure such as billiard tables, Mississippi tables or card tables;
- the manufacture of products made of wood or having a wood structure requiring assembly operations such as jewelry boxes, letter boxes, frames, toys, bird feeders, hockey sticks, snowboards, snowshoes, skis or trophies;
- the operation of an upholstery workshop;
- the operation of a furniture stripping or restoration workshop;
- the application in the plant or workshop of products such as

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|--|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |  |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | paint, stain or varnish, to wood or wood products;   |              |              |                              |        |                               |        |
|             | the manufacture or repair, excluding mechanical repairs, of  |              |              |                              |        |                               |        |
|             | wood boats such as canoes or rowboats;   |              |              |                              |        |                               |        |
|             | the manufacture of wood structure docks;   |              |              |                              |        |                               |        |
|             | the manufacture of garden furniture made of wood or having a   |              |              |                              |        |                               |        |
|             | wood structure such as swings, benches or picnic tables.   |              |              |                              |        |                               |        |
|             | This unit also refers to the drying of wood 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:   |              |              |                              |        |                               |        |
|             | framing service;   |              |              |                              |        |                               |        |
|             | the installation of manufactured products.   |              |              |                              |        |                               |        |
| 18050       | Manufacturing furniture or cabinets having a metal structure; manufacturing metal coffins; manufacturing metal boats outside shipyards | 4.06         | 3.78         | 0.3270                       | 0.3423 | 0.4051                        | 1.0656 |
|             | This unit refers to:   |              |              |                              |        |                               |        |
|             | the manufacture of furniture or cabinets having a metal  |              |              |                              |        |                               |        |
|             | structure;   |              |              |                              |        |                               |        |
|             | the manufacture of metal coffins;  |              |              |                              |        |                               |        |
|             | the manufacture outside shipyards of metal boats such as   |              |              |                              |        |                               |        |
|             | canoes, pedalos, pleasure pontoons, sailboats or yachts.   |              |              |                              |        |                               |        |

| Unit Number               | Unit Title  |  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|---------------------------|---|--|--------------|--------------|------------------------------|------|-------------------------------|------|
|                           |   |  |              |              | 2016                         | 2017 | 2018                          | 2015 |
| This unit also refers to: |   |  |              |              |                              |      |                               |      |
|                           | the manufacture of metal counters;  |  |              |              |                              |      |                               |      |
|                           | the manufacture of office partitions having a metal structure;  |  |              |              |                              |      |                               |      |
|                           | the manufacture of game tables having a metal structure such as ping-pong tables or card tables;  |  |              |              |                              |      |                               |      |
|                           | the manufacture of metal frames;  |  |              |              |                              |      |                               |      |
|                           | the manufacture of docks having a metal structure;  |  |              |              |                              |      |                               |      |
|                           | the manufacture of marina walkways or gangways made of metal for boats;   |  |              |              |                              |      |                               |      |
|                           | the manufacture of metal stretchers;  |  |              |              |                              |      |                               |      |
|                           | the manufacture of metal display units;   |  |              |              |                              |      |                               |      |
|                           | the manufacture of metal storage units, such as lockers, filing cabinets, shelves, tool boxes or safes;   |  |              |              |                              |      |                               |      |
|                           | the manufacture of metal mail boxes or postal boxes;  |  |              |              |                              |      |                               |      |
|                           | the manufacture of bicycles;  |  |              |              |                              |      |                               |      |
|                           | the manufacture of wheelchairs;   |  |              |              |                              |      |                               |      |
|                           | the manufacture of snowshoes having a metal base;   |  |              |              |                              |      |                               |      |
|                           | the manufacture of recreation equipment having a metal structure for daycare nurseries or playgrounds such as swings, slides, playground psychomotor apparatuses; |  |              |              |                              |      |                               |      |
|                           | the manufacture of physical fitness equipment having a metal structure.   |  |              |              |                              |      |                               |      |
|                           | This unit does not refer to:  |  |              |              |                              |      |                               |      |
|                           | the manufacture in a foundry of products referred to under this unit;   |  |              |              |                              |      |                               |      |
|                           | the manufacture of wrought iron furniture;  |  |              |              |                              |      |                               |      |
|                           | framing service;  |  |              |              |                              |      |                               |      |

| <b>Unit Number</b> | <b>Unit Title</b>   |  | <b>General Rate</b> | <b>Special Rate</b> | <b>First-level experience ratio</b> |        | <b>Second-level experience ratio</b> |        |
|--------------------|---|--|---------------------|---------------------|-------------------------------------|--------|--------------------------------------|--------|
|                    |   |  |                     |                     | 2016                                | 2017   | 2018                                 | 2015   |
| 18060              | Manufacturing cabinets having a wood structure intended to be attached to a structure; manufacturing counters having a wood structure; manufacturing integrated furnishings having a wood structure | the installation of manufactured products. | 3.35                | 3.08                | 0.2536                              | 0.3046 | 0.2856                               | 0.8338 |

This unit refers to:

- the manufacture of cabinets having a wood structure intended to be attached to a structure such as kitchen cabinets, bathroom cabinets, storage cabinets;
- the manufacture of counters having a wood structure;
- the manufacture of integrated furnishings having a wood structure.

Integrated furnishings refer to a set of products generally installed permanently and arranged to complement or to create a decor 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.



| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|---|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |   |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | <ul style="list-style-type: none"> <li>- lettering on automobile vehicles;</li> <li>- the manufacture and installation of canopies;</li> <li>- the manufacture and installation of electronic poster panels;</li> <li>- the manufacture of display racks or displays;</li> <li>- the manufacture of advertising accessories;</li> <li>- printing on banners, signs and posters;</li> <li>- the manufacture of indoor signs.</li> </ul>  |              |              |                              |        |                               |        |
|             | This unit does not refer to:  |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>- the moving of institutional or commercial furniture including the assembly and disassembly of this furniture.</li> </ul>   |              |              |                              |        |                               |        |
| 26050       | Printing; reprography; binding; manufacturing paper or paperboard office supplies   | 1.79         | 1.55         | 0.1312                       | 0.1384 | 0.1328                        | 0.4218 |
|             | This unit refers to:  |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>- printing, whether artisanal or commercial, using all types of processes, such as offset, digital, serigraphy, flexographic printing, ink jet, lithography, print transfer, rotogravure or hot stamping and on any support, in particular paper, paperboard, plastic or balloons;</li> <li>- reprography;</li> <li>- binding, whether artisanal or commercial, and the other finishing operations such as gilding or embossing;</li> <li>- 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</li> </ul> |              |              |                              |        |                               |        |

This unit also refers to:

- the manufacture of paperboard or vinyl-covered paperboard
  - binding binders or photo album;
  - the assembly of sample catalogues such as wallpaper, carpets, air or paint shades;
  - the restoration of books;
  - the manufacture of folding boxes made out of non-corruated 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;
  - the manufacture of plastic bags when the employer does not manufacture plastic film.

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.

design when this employer does not publish the printed product;



| Unit Number | Unit Title   | First-level experience ratio |              |        |        | Second-level experience ratio |        |        |
|-------------|--|------------------------------|--------------|--------|--------|-------------------------------|--------|--------|
|             |  | General Rate                 | Special Rate | 2016   | 2017   | 2018                          | 2015   | 2016   |
| 34030       | An employer who trades in wood and who also dries wood is classified in this unit for the trade in this wood.  |                              |              |        |        |                               |        |        |
|             | An employer classified under this unit can also be classified in exceptional units 34410, 90010 and 90020.   |                              |              |        |        |                               |        |        |
|             | 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 | 7.92                         | 7.56         | 0.6916 | 0.7881 | 0.6039                        | 1.8971 | 1.8971 |

This unit refers to:

- 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.

This unit also refers to:

- 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;
  - the manufacture in the plant or workshop of wood frame house panels when the employer manufactures roof trusses, joists or rafters made of wood.

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|---|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |   |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | This unit does not refer to:  |              |              |                              |        |                               | 2017   |
| 34200       | Manufacturing paper pulp; manufacturing paper and paperboard; manufacturing wood fibre boards | 1.61         | 1.37         | 0.11114                      | 0.1009 | 0.0894                        | 0.2988 |

This unit refers to:

- the installation of manufactured products.

**An employer classified under this unit can also be classified in exceptional units 34410, 90010 and 90020.**

This unit refers to:

- the manufacture of paper pulp;
- the manufacture of paper, paperboard, felt paper;
- the manufacture of wood fibre insulation boards.

This unit also refers to:

- 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.

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:

- unwinding and rewinding paper and paperboard.

**An employer classified under this unit can also be classified in exceptional units 34410, 90010 and 90020.**

| Unit Number | Unit Title  | General Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|---|--------------|------------------------------|--------|-------------------------------|--------|
|             |   |              | Special Rate                 | 2016   | 2017                          | 2018   |
| 34210       | Transforming paper and paperboard; treating paper and paperboard; manufacturing particle board; coating of boards | 2.81         | 2.55                         | 0.2095 | 0.2313                        | 0.2108 |

This units refers to:

- the transformation of paper or paperboard into products such as toilet paper, paper towels, plates, facial tissues, diapers, napkins, cups, straws, tubes, cores, cigarette paper, medical paper, bags, sandpaper, laminated products, cellulose fibre insulation, wrapping products or lids;
- unwinding and rewinding of paper and paperboard products;
- cutting of paper or paperboard into sheets;
- making of corrugated paperboard;
- transformation of corrugated paperboard into products such as stands, protective corners, separators or boxes;
- transformation of laminate into all types of products;
- treatment of paper or paperboard by the application of products such as melamine resin, paraffin, wax or silicone or by superimposing sheets of material such as plastic, aluminum, paper or paperboard;
- transformation of felt paper into products such as asphalt saturated paper or asphalt shingles;
- transformation of wood fibre panels into products such as insulating boards or acoustic or decorative tiles;
- impregnating membranes with a coating;
- manufacturing of particle boards, such as wood particle boards, waferboard or oriented strand board;
- covering of boards with materials or products such as plastic, thermoplastic, melamine, laminate or paint;
- printing of panels.

| Unit Number            | Unit Title  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|------------------------|---|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|                        |   |              |              | 2016                         | 2017   | 2018                          | 2015   |
|                        | This unit also refers to:   |              |              |                              |        |                               |        |
|                        | the cutting of more than one of the following raw materials :   |              |              |                              |        |                               |        |
|                        | · rubber;   |              |              |                              |        |                               |        |
|                        | · cork;   |              |              |                              |        |                               |        |
|                        | · paper;  |              |              |                              |        |                               |        |
|                        | · plastic;  |              |              |                              |        |                               |        |
|                        | · paperboard;   |              |              |                              |        |                               |        |
|                        | · felt.   |              |              |                              |        |                               |        |
|                        | the manufacture of adhesive tape;   |              |              |                              |        |                               |        |
|                        | the manufacture of floating wood floors;  |              |              |                              |        |                               |        |
|                        | the manufacture of laminated counter tops;  |              |              |                              |        |                               |        |
|                        | the manufacture of pellets or mini-logs from sawdust;   |              |              |                              |        |                               |        |
|                        | the manufacture of cotton wool for body hygiene and care, cotton swabs, remover pads, nursing pads, pharmaceutical colls, adhesive bandages, and sanitary tampons or napkins. |              |              |                              |        |                               |        |
|                        | This unit does not refer to:  |              |              |                              |        |                               |        |
|                        | the manufacture of wallpaper;   |              |              |                              |        |                               |        |
|                        | the manufacture of foldable non-corrugated cardboard boxes;   |              |              |                              |        |                               |        |
|                        | the installation of the manufactured products.  |              |              |                              |        |                               |        |
|                        | <b>An employer classified under this unit can also be classified in exceptional units 34410, 90010 and 90020.</b>   |              |              |                              |        |                               |        |
| Exceptional unit 34410 | Transportation  | 5.47         | 5.16         | 0.3171                       | 0.3844 | 0.2524                        | 1.2784 |
|                        | This unit includes the services of workers who transport, as truck drivers, bark, wood chips, logs, tree-length wood, timber, gravel, paper                                   |              |              |                              |        |                               | 1.2784 |



| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|---|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |   |              |              | 2016                         | 2017   | 2018                          | 2015   |
| 35020       | Manufacturing ready-mixed concrete; manufacturing asphalt   | 5.17         | 4.86         | 0.2511                       | 0.2751 | 0.3145                        | 1.1327 |
|             | This unit refers to:  |              |              |                              |        |                               | 1.1327 |
|             | <ul style="list-style-type: none"> <li>· the operation of a stationary or mobile ready-mixed concrete manufacturing plant;</li> <li>· the operation of a stationary or mobile asphalt manufacturing plant.</li> </ul>                   |              |              |                              |        |                               |        |
|             | This unit also refers to:   |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>· the delivery of ready-mixed concrete;</li> <li>· the mixing and bagging of sand-cement, cold asphalt or dry concrete;</li> <li>· the manufacture of monolithic refractory products.</li> </ul> |              |              |                              |        |                               |        |
|             | This unit does not refer to:  |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>· the pumping of concrete;</li> <li>· the operation of a quarry;</li> <li>· cement, concreting and paving work as well as the installation of manufactured products.</li> </ul>                  |              |              |                              |        |                               |        |
| 35030       | Manufacturing concrete products   | 4.07         | 3.78         | 0.3581                       | 0.3738 | 0.3419                        | 1.0250 |
|             | This unit refers to:  |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>· the manufacture of concrete products, whatever their composition, such as pipes, bricks or blocks;</li> <li>· the manufacture of concrete structural or architectural</li> </ul>               |              |              |                              |        |                               |        |

| Unit Number | Unit Title                       | General Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|-------------|----------------------------------|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|             |                                  |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |
| 35040       | Transforming and finishing glass | 2.92         | 2.66                         | 0.3176 | 0.2259 | 0.2825                        | 0.7077 | 0.7077 |

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 manufacture of ready-mixed concrete.

This unit does not refer to:

- the installation of manufactured products.

35040 Transforming and finishing glass

This unit refers to:

- 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, frosting, sanding or engraving;
- the manufacture of sealed glass units.

This unit also refers to:

- the manufacture of glass using a blowing iron.

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|-------------|--|--------------|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|             |  |              |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |
|             | 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"> <li>- serigraphy on glass.</li> </ul> |              |              |                              |        |        |                               |        |        |
|             | This unit does not refer to: <ul style="list-style-type: none"> <li>- the installation referred to under units 80110 or 80150;</li> <li>- the collecting and recycling of glass.</li> </ul>  |              |              |                              |        |        |                               |        |        |
| 35050       | Manufacturing clay-based products; manufacturing glass; manufacturing cement; manufacturing lime; manufacturing refractory products; manufacturing gypsum panels   | 2.30         | 2.05         | 0.1684                       | 0.1666 | 0.1409 | 0.6896                        | 0.6896 | 0.6896 |

This unit refers to:

- the manufacture of products such as pottery, sanitary ware, tiles, table articles or electrical insulators that are clay based or involve similar materials such as porcelain, terracotta, ceramics or earthenware;
- the manufacture of glass such as flat glass, hollow glass or glass microbeads from silica sand or recycled glass;
- the manufacture of cement;
- the manufacture of lime;
- the manufacture of refractory products such as brick, tiles or blocks;
- the manufacture of gypsum panels.



| Unit Number | Unit Title  |  | First-level experience ratio |              |        | Second-level experience ratio |        |        |
|-------------|---|--|------------------------------|--------------|--------|-------------------------------|--------|--------|
|             |   |  | General Rate                 | Special Rate | 2016   | 2017                          | 2018   | 2015   |
| 36050       | Manufacturing metal products by cutting, bending, machining or forging; manufacturing metal framing elements; manufacturing wrought metal or ornamental iron products; operating a stationary welding workshop; manufacturing scaffolding |  | 2.96                         | 2.70         | 0.2388 | 0.2489                        | 0.2392 | 0.6818 |

This unit refers to:

- metal work, other than with a wire or rod, by mechanical processes such as cutting, bending and rolling 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;
- the manufacture of metal framing elements, from structural steel plates and shapes that are not manufactured by the employer;
- the manufacture of self-bracing building sections made of steel and the assembly of these sections in the workshop;
- the manufacture of ornamental iron products;
- the manufacture of wrought metal such as staircases, ramps, balconies, guardrails or walkways;
- the operation of a stationary welding workshop including the assembly of metal parts by welding to manufacture products other than machines or equipment;
- the manufacture of scaffolding.



| <b>Unit Number</b> | <b>Unit Title</b>   | <b>General Rate</b> | <b>Special Rate</b> | <b>First-level experience ratio</b> |        | <b>Second-level experience ratio</b> |        |
|--------------------|---|---------------------|---------------------|-------------------------------------|--------|--------------------------------------|--------|
|                    |   |                     |                     | 2016                                | 2017   | 2018                                 | 2015   |
|                    | <ul style="list-style-type: none"> <li>· the manufacture of leaf springs;</li> <li>· the manufacture of metal light poles with or without the assembly of the components;</li> <li>· the manufacture of parts of ships, boats and barges made out of metal other than in a shipyard.</li> </ul>   |                     |                     |                                     |        |                                      |        |
|                    | This unit does not refer to:  |                     |                     |                                     |        |                                      |        |
|                    | <ul style="list-style-type: none"> <li>· the manufacture of industrial moulds made out of cast iron;</li> <li>· the manufacture of products at the place of work or on site;</li> <li>· the installation referred to under units 69960, 80030, 80060, 80080, 80110, 80130, 80160, 80180 and 80250;</li> <li>· the manufacture of synthetic bearing housings by casting;</li> <li>· the manufacture of metal boxes, cabinets and tubs when this manufacturing is done by the workers of an employer as part of the manufacturing by this employer of products referred to under another unit;</li> <li>· the manufacture of brake components by casting;</li> <li>· the manufacture in a foundry of products referred to under this unit;</li> <li>· the operation of a mobile welding unit;</li> <li>· the manufacture of moulded metal light poles.</li> </ul> |                     |                     |                                     |        |                                      |        |
| 36060              | Manufacturing metal wire products   | 3.20                | 2.94                | 0.3200                              | 0.3669 | 0.3902                               | 0.7954 |
|                    | This unit refers to:  |                     |                     |                                     |        |                                      |        |
|                    | <ul style="list-style-type: none"> <li>· 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</li> </ul>   |                     |                     |                                     |        |                                      |        |

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |        |        |        | Second-level experience ratio |        |        |
|-------------|---|--------------|--------------|------------------------------|--------|--------|--------|-------------------------------|--------|--------|
|             |   |              |              | 2016                         | 2017   | 2018   | 2019   | 2015                          | 2016   | 2017   |
|             | 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:   |              |              |                              |        |        |        |                               |        |        |
|             | 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:  |              |              |                              |        |        |        |                               |        |        |
|             | 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 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. |              |              |                              |        |        |        |                               |        |        |
| 36070       | Manufacturing doors and windows made out of metal, shopwindows, hothouses made out of metal, metal garage doors; manufacturing  | 3.93         | 3.65         | 0.3034                       | 0.3597 | 0.3504 | 1.0607 | 1.0607                        | 1.0607 | 1.0607 |

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |      |      | Second-level experience ratio |      |      |
|-------------|--|--------------|--------------|------------------------------|------|------|-------------------------------|------|------|
|             |  |              |              | 2016                         | 2017 | 2018 | 2015                          | 2016 | 2017 |
|             | 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 |              |              |                              |      |      |                               |      |      |

This unit refers to:

- the manufacture of metal doors with or without windowpanes and windows such as:
  - 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 hanger doors, metal rolling doors and metal curtains made of embossed curved or flat slats;
  - the manufacture of architectural products by cutting and assembling metal extrusions and tubular metal with or without the incorporation of glass, fabric or reinforced plastic sheet such as:
    - canopies;





| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|---|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |   |              |              | 2016                         | 2017   | 2018                          | 2015   |
| 36100       | Manufacturing farm machines and equipment; manufacturing trucks without the assembly of the power train; manufacturing trailers and applies coatings involving other materials to these products or other products in the workshop is classified in this unit for these activities. | 4.40         | 4.11         | 0.3947                       | 0.4711 | 0.3868                        | 1.0743 |
|             |   |              |              |                              |        |                               | 1.0743 |

This unit refers to:

- . the manufacture of farm machines and equipment;
- . the manufacture of heavy equipment for construction, for mining, for petroleum and oil development, for logging and for road maintenance;
- . the manufacture and installation of trailer bodies, boxes, tanks or other equipment, without the assembly of the power train on vehicles such as:
  - . garbage trucks;
  - . dump trucks;
  - . fire trucks;
  - . commercial trucks;
  - . ice melters and abrasive spreaders;
  - . tanker trucks;
  - . tow trucks;
  - . armored cars;
- . the manufacture of trailers such as:
  - . flatbed trailers whether covered or not;
  - . trailers for the transport of automobiles;
  - . dump trailers;
  - . tank trailers;
  - . utility trailers;

| Unit Number | Unit Title                   | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|------------------------------|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |                              |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | deck platform semi-trailers. |              |              |                              |      |                               | 2017 |

This unit also refers to:

- the manufacture of non-domestic snow blowers;
- the manufacture of blades of graders and snow plows;
- the manufacture of buckets of mechanical shovels, loaders, backhoes;
- the manufacture of mechanized grapples and skidding scissors;
- the manufacture and repair of locomotives and freight cars;
- the adaptation of road vehicles for use on rails;
- the manufacture of off-road heavy vehicles;
- the manufacture of metal containers, including Roll-off systems;
- the manufacture of garbage compactors;
- the manufacture of aerial baskets, with or without the manufacture of baskets;
- 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.

| Unit Number | Unit Title   |  | First-level experience ratio |              |        | Second-level experience ratio |        |        |
|-------------|--|--|------------------------------|--------------|--------|-------------------------------|--------|--------|
|             |  |  | General Rate                 | Special Rate | 2016   | 2017                          | 2018   | 2015   |
|             | This unit does not refer to:   |  |                              |              |        |                               |        |        |
| 361110      | Manufacturing boilers and metal tanks; manufacturing heavy industrial machines and equipment |  | 3.75                         | 3.47         | 0.2769 | 0.3047                        | 0.2563 | 0.8775 |

This unit refers 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.

This unit refers to:

- the manufacture of boilers and metal tanks.

This unit refers to the manufacture of the following heavy industrial machines and equipment:

- industrial dust extractors, cyclones and heat exchangers;
- machines and equipment for the paper industry;
- machines and equipment for the sawmill industry;
- machines and equipment for the mining industry;
- machines and equipment for the primary iron industry.

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |        |        |
|-------------|---|--------------|--------------|------------------------------|--------|-------------------------------|--------|--------|--------|
|             |   |              |              | 2016                         | 2017   | 2018                          | 2015   |        |        |
|             | This unit also refers to the manufacture of the following heavy machines and equipment:   |              |              |                              |        |                               |        |        |        |
|             | <ul style="list-style-type: none"> <li>- industrial stacks made out of metal;</li> <li>- machines and industrial equipment for wastewater and drinking water treatment;</li> <li>- overhead cranes, hoists, monorails and winches;</li> <li>- bridge or mounted cranes;</li> <li>- turbines.</li> </ul>                       |              |              |                              |        |                               |        |        |        |
|             | 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"> <li>- the manufacture of industrial fans and centrifugal blowers;</li> <li>- the manufacture and assembly of industrial piping other than on the work site or on the job.</li> </ul>   |              |              |                              |        |                               |        |        |        |
|             | This unit does not refer to:  |              |              |                              |        |                               |        |        |        |
|             | <ul style="list-style-type: none"> <li>- the manufacture of cast iron boilers;</li> <li>- the installation referred to under units 80080, 80140 and 80250;</li> <li>- the manufacture of products on the work site or on the job;</li> <li>- the manufacture in a foundry of products referred to under this unit.</li> </ul> |              |              |                              |        |                               |        |        |        |
| 36120       | Manufacturing heating, ventilation, air conditioning and refrigeration equipment; manufacturing home appliances; manufacturing or assembling electric lighting fittings; manufacturing pumps and  | 2.27         | 2.02         | 0.1806                       | 0.1836 | 0.1581                        | 0.4377 | 0.4377 | 0.4377 |

| Unit Number | Unit Title |  | First-level experience ratio |              |      |      |      |      | Second-level experience ratio |      |  |
|-------------|------------|--|------------------------------|--------------|------|------|------|------|-------------------------------|------|--|
|             |            |  | General Rate                 | Special Rate | 2016 | 2017 | 2018 | 2015 | 2016                          | 2017 |  |
| compressors |            |  |                              |              |      |      |      |      |                               |      |  |

This unit refers to:

- the manufacture of heating equipment, such as:
  - unit heaters;
  - solar energy heaters;
  - burners;
  - water heaters;
  - furnaces;
  - electric radiators;
  - heat pumps;
  - metal fireplaces;
  - wood stoves;
- the manufacture of ventilation equipment, such as:
  - commercial and industrial exhaust fans;
  - household fans;
  - air-air heat exchangers;
  - air supply units;
  - electronic filters;
- the manufacture of air conditioning equipment, such as:
  - air conditioners;
  - humidifiers;
  - dehumidifiers;
- the manufacture of refrigeration equipment, such as:
  - refrigerated counters and show cabinets;
  - refrigeration equipment for coolers or refrigerated warehouses;
- the manufacture of home appliances, such as:
  - refrigerators and freezers for the home;

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|---|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |   |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | ranges for the home;  |              |              |                              |      |                               |      |
|             | dishwashers for the home;   |              |              |                              |      |                               |      |
|             | washers and dryers for the home;  |              |              |                              |      |                               |      |
|             | vacuum cleaners;  |              |              |                              |      |                               |      |
|             | suction hoods for the home;   |              |              |                              |      |                               |      |
|             | carpet cleaning machines;   |              |              |                              |      |                               |      |
|             | floor cleaning machines;  |              |              |                              |      |                               |      |
|             | the manufacture of electric lighting fittings, other than lamp poles for non-residential use; |              |              |                              |      |                               |      |
|             | the assembly of electric lighting fittings, including electric and solar energy light poles;  |              |              |                              |      |                               |      |
|             | the manufacture of pumps and compressors.   |              |              |                              |      |                               |      |

This unit also refers to:

- the manufacture of automatic distributing machines;
- the manufacture of refrigerated fountains and water coolers;
- the manufacture of household drinking water treatment equipment;
- the manufacture or repair of automobile radiators when they are not disassembled or assembled on the vehicle by the same workers;
- the manufacture of sprayers;
- the manufacture of pressure washer equipment;
- the manufacture of tanning beds.

This unit does not refer to:

- the manufacture of equipment only requiring sheet metal work without the assembly of electrical or mechanical components,

| Unit Number | Unit Title   |      | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|--|------|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |  |      |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | such as roof fans or chimney stacks;   |      |              |              |                              |        |                               |        |
|             | the manufacture of heavy industrial refrigeration equipment  |      |              |              |                              |        |                               |        |
|             | requiring the assembly of pipes;   |      |              |              |                              |        |                               |        |
|             | the manufacture in a foundry of products referred to under this unit;  |      |              |              |                              |        |                               |        |
|             | the manufacture of non-electric lighting fittings;   |      |              |              |                              |        |                               |        |
|             | glass work in the manufacture of electric lighting fittings;   |      |              |              |                              |        |                               |        |
|             | the moulding of metal in the manufacture of electric lighting fittings;  |      |              |              |                              |        |                               |        |
|             | the manufacture of lamp shades;  |      |              |              |                              |        |                               |        |
|             | the installation referred to under units 69960, 80030 to 80250;  |      |              |              |                              |        |                               |        |
|             | the manufacture of equipment for farm spraying or dusting;   |      |              |              |                              |        |                               |        |
|             | the manufacture of thermostats;  |      |              |              |                              |        |                               |        |
|             | the repair of radiators when the radiator is mounted on or removed from the vehicle by the workers of the employer.  |      |              |              |                              |        |                               |        |
| 36130       | Manufacturing commercial kitchen appliances and equipment; manufacturing machines and equipment for the food, pharmaceutical and cosmetics industry; manufacturing machines and equipment for the maple growing industry; manufacturing machine-tools for working metal and woodworking; manufacturing machines and equipment for the rubber, plastic, furniture and lumber industry | 1.46 | 1.23         | 0.1469       | 0.1675                       | 0.1198 | 0.3669                        | 0.3669 |

This unit refers to:

- . the manufacture of commercial kitchen appliances and equipment, such as:
  - , cooking appliances, stoves and ovens;
  - , food warming appliances;
  - , dishwashers;



| Unit Number | Unit Title  |      | Second-level experience ratio |              |        |        |        |        |        |
|-------------|---|------|-------------------------------|--------------|--------|--------|--------|--------|--------|
|             |   |      | General Rate                  | Special Rate | 2016   | 2017   | 2018   | 2015   | 2016   |
|             | than on the work site or on the job;<br>the manufacture of metal counters.  |      |                               |              |        |        |        |        |        |
| 36140       | Manufacturing and refurbishing transformers; manufacturing electric motors, generators, alternators, generating sets; rewiring of electric motors, alternators and starters | 1.81 | 1.57                          | 0.1054       | 0.0839 | 0.0702 | 0.3807 | 0.3807 | 0.3807 |

This unit does not refer to:

- 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.

This unit refers to:

- the manufacture and refurbishing of power, switchboard and voltage transformers;
- the manufacture of electric motors;
- the manufacture of generators;
- the manufacture of alternators;
- the manufacture of generating sets;
- the rewiring of electric motors, alternators and starters.

This unit also refers to:

- the manufacture of high-power condensers;
- the manufacture of ignitions;
- the manufacture of starters;

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|-------------|--|--------------|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|             |  |              |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |
|             | <ul style="list-style-type: none"> <li>· the manufacture of solenoids;</li> <li>· the manufacture of bus-bars;</li> <li>· the manufacture of accumulators and batteries.</li> </ul>  |              |              |                              |        |        |                               |        |        |
| 36150       | <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>· the rewiring of electric motors, alternators and starters on the work site or on the job;</li> <li>· the installation referred to under unit 80060.</li> </ul> <p>Manufacturing computer hardware and peripherals, telephone and communication hardware, audio-video hardware, electric switching and connection devices, electric and electronic parts and components, control panels and electric and electronic measurement and control instruments panels</p> | 0.98         | 0.76         | 0.0589                       | 0.0536 | 0.0464 | 0.2152                        | 0.2152 | 0.2152 |

This unit refers to:

- the manufacture of computer hardware and peripherals, such as :
  - computers;
  - peripherals installed inside or outside the computer such as monitors, keyboards, mice, joysticks, storage devices, disk drives and printers;
  - automatic bank tellers;
  - sales terminals;
  - bar code readers;
  - data entry terminals;
  - video lottery machines;
- the manufacture of telephone and communication hardware,

| Unit Number | Unit Title  |  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|---|--|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |   |  |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | Such as :   |  |              |              |                              |      |                               |      |
|             | · telephones;   |  |              |              |                              |      |                               |      |
|             | · telephone consoles and exchanges;   |  |              |              |                              |      |                               |      |
|             | · radio-broadcasting and television broadcasting hardware;  |  |              |              |                              |      |                               |      |
|             | · traditional or wireless communication hardware and systems;   |  |              |              |                              |      |                               |      |
|             | · alarm and intercom equipment;   |  |              |              |                              |      |                               |      |
|             | · satellite communication hardware;   |  |              |              |                              |      |                               |      |
|             | · telecommunication antennas;   |  |              |              |                              |      |                               |      |
|             | · the manufacture of audio-video material, such as :  |  |              |              |                              |      |                               |      |
|             | · speakers;   |  |              |              |                              |      |                               |      |
|             | · amplifiers;   |  |              |              |                              |      |                               |      |
|             | · televisions;  |  |              |              |                              |      |                               |      |
|             | · the manufacture and assembly of electronic components, such as :  |  |              |              |                              |      |                               |      |
|             | · connectors and other connection elements;   |  |              |              |                              |      |                               |      |
|             | · the manufacture of chips and microprocessors;   |  |              |              |                              |      |                               |      |
|             | · the manufacture of printed circuit laminates;   |  |              |              |                              |      |                               |      |
|             | · the manufacture of printed circuit board assembly units;  |  |              |              |                              |      |                               |      |
|             | · the manufacture of semiconductors;  |  |              |              |                              |      |                               |      |
|             | · the manufacture of connection and switching equipment, such as :  |  |              |              |                              |      |                               |      |
|             | · circuit breakers;   |  |              |              |                              |      |                               |      |
|             | · switches;   |  |              |              |                              |      |                               |      |
|             | · the manufacture of auxiliary electric parts and components for transformers and connection devices such as lightning arrestors, breakers, relays, electric fuses; |  |              |              |                              |      |                               |      |
|             | · the manufacture of application transformers;  |  |              |              |                              |      |                               |      |
|             | · the manufacture of light and fluorescent ballasts;  |  |              |              |                              |      |                               |      |
|             | · the manufacture of application condensers;  |  |              |              |                              |      |                               |      |

| Unit Number   | Unit Title   | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|---|--|--------------|--------------|------------------------------|------|-------------------------------|------|
|   |  |              |              | 2016                         | 2017 | 2018                          | 2015 |
| the manufacture of electrical distribution devices, such as : |  |              |              |                              |      |                               |      |
|   | - electrical connectors;   |              |              |                              |      |                               |      |
|   | - switches;  |              |              |                              |      |                               |      |
|   | - toggles;   |              |              |                              |      |                               |      |
|   | - the manufacture of electric light bulbs;   |              |              |                              |      |                               |      |
|   | - the manufacture of sealed-beam automobile headlights and other lights for automobile vehicles;                       |              |              |                              |      |                               |      |
|   | - the manufacture of navigation and guidance instruments, such as :  |              |              |                              |      |                               |      |
|   | - aerial navigation instruments;   |              |              |                              |      |                               |      |
|   | - maritime navigation instruments;   |              |              |                              |      |                               |      |
|   | - the manufacture of electric or electronic medical equipment;   |              |              |                              |      |                               |      |
|   | - the manufacture of devices and hardware comprising electronic computers for integrated control and command purposes; |              |              |                              |      |                               |      |
|   | - the manufacture of industrial electronic components;   |              |              |                              |      |                               |      |
|   | - the manufacture of control panels;   |              |              |                              |      |                               |      |
|   | - the manufacture of industrial process automatization or robotization systems;  |              |              |                              |      |                               |      |
|   | - the manufacture of analysis and measurement instruments and devices.   |              |              |                              |      |                               |      |
| 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.  |              |              |                              |      |                               |      |



| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|--|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |  |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | Shipyard of ships such as : dredge scows, commercial fishing boats, passenger lines, ferries, ice-breakers; manufacturing parts of ships and barges in a shipyard; the repair of ships such as : dredge scows, commercial fishing boats, liners, ferries, ice-breakers.  |              |              |                              |        |                               |        |
|             | This unit also refers to:  |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>. vessel refitting and boiling out services in a shipyard;</li> <li>. the building, repairing, transformation and modification of drilling platforms.</li> </ul>  |              |              |                              |        |                               |        |
| 36190       | Manufacturing snowmobiles, personal watercraft, recreational all-terrain vehicles, motorcycles and motorized golf carts; manufacturing scooters; manufacturing and refurbishing passenger coaches for rail and subway transportation   | 1.27         | 1.04         | 0.0837                       | 0.0984 | 0.0976                        | 0.2747 |
| 36200       | Manufacturing buses, ambulances, trucks with the assembly of the power train, travel trailers, camping trailers, caravans and motorized trailers   | 2.48         | 2.23         | 0.2622                       | 0.2778 | 0.2489                        | 0.6713 |
|             | This unit refers to:   |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>. the manufacture of the following vehicles :           <ul style="list-style-type: none"> <li>. buses and motor coaches;</li> <li>. ambulances;</li> <li>. trucks with assembly of the power train;</li> <li>. the manufacture of travel trailers;</li> <li>. the manufacture of camping trailers;</li> <li>. the manufacture of caravans and motorized trailers.</li> </ul> </li> </ul> |              |              |                              |        |                               |        |



| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |         | Second-level experience ratio |        |        |        |
|-------------|--|--------------|--------------|------------------------------|---------|-------------------------------|--------|--------|--------|
|             |  |              |              | 2016                         | 2017    | 2018                          | 2015   |        |        |
|             | <ul style="list-style-type: none"> <li>· the cold drawing, through a die, of ferrous metals manufactured in the same building;</li> <li>· the manufacture of titanium slag;</li> <li>· the manufacture of metallic powder;</li> <li>· the manufacture of welding electrodes, welding wire or welding powder;</li> <li>· the manufacture of silicon;</li> <li>· the manufacture of products made from ferrous metal wire when drawing stock is manufactured in the same building;</li> <li>· the manufacture of products made from ferrous metal rods manufactured in the same building.</li> </ul> |              |              |                              |         |                               |        |        |        |
| 36310       | Manufacturing or rolling of aluminum   | 1.29         | 1.06         | 0.11106                      | 0.11106 | 0.0831                        | 0.2726 | 0.2726 | 0.2726 |

This unit refers to:

- the extraction of alumina from bauxite ore;
- the manufacture of aluminum through the electrolysis of alumina;
- the hot or cold rolling of aluminum to manufacture simple forms such as bars, sheets, plates or strips.

This unit also refers to:

- the recycling of aluminum slag and the remelting of ingots;
- the manufacture of magnesium from mineral compounds;
- the extrusion or the hot or cold drawing of aluminum or magnesium manufactured in the same building.

This unit also refers to the following activity when done by the workers

| Unit Number | Unit Title  |  | First-level experience ratio |              |        | Second-level experience ratio |        |        |
|-------------|---|--|------------------------------|--------------|--------|-------------------------------|--------|--------|
|             |   |  | General Rate                 | Special Rate | 2016   | 2017                          | 2018   | 2015   |
| 36320       | Refining of non-ferrous metals; rolling, extrusion or hot drawing of non-ferrous metals | of an employer as part of the carrying out by this employer of activities referred to under this unit: | 1.71                         | 1.47         | 0.1246 | 0.1212                        | 0.1133 | 0.3667 |
|             | the manufacture of non-ferrous metal alloys.  |  |                              |              |        |                               |        | 0.3667 |

This unit refers to:

- the electrolytic refining of non-ferrous metals;
- the hot or cold rolling of non-ferrous metals to manufacture simple forms such as bars, sheets, plates or strips;
- the extrusion of simple forms in non-ferrous metals, such as rods, tubes or profiles;
- the hot drawing, through a die, of non-ferrous metals to manufacture drawing stock.

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|---|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |   |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | manufactured in the same building;  |              |              |                              |        |                               |        |
|             | the manufacture of non-ferrous metal products from drawing stock manufactured in the same building;   |              |              |                              |        |                               |        |
|             | the manufacture of products from non-ferrous metal rods manufactured in the same building.  |              |              |                              |        |                               |        |
|             | This unit does not refer to:  |              |              |                              |        |                               |        |
|             | the activities referred to under unit 54260.  |              |              |                              |        |                               |        |
| 36330       | Ferrous metals casting  | 5.20         | 4.89         | 0.4941                       | 0.5486 | 0.4653                        | 1.3857 |
|             | This unit refers to:  |              |              |                              |        |                               |        |
|             | the manufacture by casting of cast iron, cast iron alloy, steel or steel alloy parts, including their machining and finishing.  |              |              |                              |        |                               |        |
|             | 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 models, moulds or dies;  |              |              |                              |        |                               |        |
|             | the manufacture of cores.   |              |              |                              |        |                               |        |
|             | This unit does not refer to:  |              |              |                              |        |                               |        |
|             | the manufacture by casting of parts using the cire perdue process.  |              |              |                              |        |                               |        |
|             | An employer who engages in the manufacture by casting of cast iron,   |              |              |                              |        |                               |        |

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|-------------|--|--------------|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|             |  |              |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |
|             | cast iron alloy, steel or steel alloy parts and in an activity referred to under unit 36300 is classified in this unit for these activities. |              |              |                              |        |        |                               |        |        |
| 36350       | Casting of non-ferrous metals; manufacturing by casting of parts using the cire perdue process   | 3.47         | 3.20         | 0.2444                       | 0.2992 | 0.2709 | 0.9191                        | 0.9191 | 0.9191 |

This unit refers to:

- the manufacture of non-ferrous metal parts by processes such as gravity die casting, die casting, sand casting or plaster mould casting, including their machining and finishing;
- the manufacture by casting of parts using the cire perdue process, including their finishing.

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 models, moulds or dies;
- the manufacture of cores.

An employer who engages, in the same building, in the manufacture by 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.

|       |  |      |      |        |        |        |        |        |        |
|-------|--|------|------|--------|--------|--------|--------|--------|--------|
| 54010 | 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 | 2.65 | 2.39 | 0.1725 | 0.1903 | 0.1493 | 0.6104 | 0.6104 | 0.6104 |
|-------|--|------|------|--------|--------|--------|--------|--------|--------|

| Unit Number                      | Unit Title |   | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      | 2017 |
|----------------------------------|------------|---|--------------|--------------|------------------------------|------|-------------------------------|------|------|
|                                  |            |   |              |              | 2016                         | 2017 | 2018                          | 2015 |      |
| <b>This unit refers to:</b>      |            |   |              |              |                              |      |                               |      |      |
|                                  |            |   |              |              |                              |      |                               |      |      |
|                                  |            | the trade in or rental of indoor or outdoor furniture for the home, the office or commercial, industrial or institutional establishments; |              |              |                              |      |                               |      |      |
|                                  |            | the trade in antique furniture;   |              |              |                              |      |                               |      |      |
|                                  |            | the trade in or rental of big home appliances, such as :  |              |              |                              |      |                               |      |      |
|                                  |            | 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.   |              |              |                              |      |                               |      |      |
| <b>This unit also refers to:</b> |            |   |              |              |                              |      |                               |      |      |
|                                  |            |   |              |              |                              |      |                               |      |      |
|                                  |            | 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;  |              |              |                              |      |                               |      |      |
|                                  |            | 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   |              |              |                              |      |                               |      |      |

| Unit Number          | Unit Title  | General Rate | Special Rate | First-level experience ratio |      |      | Second-level experience ratio |      |      |
|----------------------|---|--------------|--------------|------------------------------|------|------|-------------------------------|------|------|
|                      |   |              |              | 2016                         | 2017 | 2018 | 2015                          | 2016 | 2017 |
| 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.

This unit does not refer to:

- the restoration of furniture, such as :

  - stripping;
  - upholstering;
  - painting, staining or varnishing;
  - the installation of parabolic antennas;
  - the installation of products sold or rented when referred to in

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|--|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |  |              |              | 2016                         | 2017   | 2018                          | 2015   |
| 54020       | units 80030 to 80250:<br>the installation of audio or video systems for automobile vehicles. | 0.85         | 0.62         | 0.0354                       | 0.0384 | 0.0486                        | 0.1613 |

An employer who sells or rents in the same building a product referred to under this unit and a product referred to under unit 54020 is classified in this unit for these activities.

Trading in or renting office machines and equipment; trading in small home appliances; trading in, renting or repairing computer equipment and peripherals; trading in or renting electric or electronic medical or laboratory equipment; trading in medical, dental or surgical instruments or supplies; trading in or renting telephone or communication equipment; trading in, renting or repairing photographic material and equipment; photography service; film development and printing service

This unit refers to:

- the trade in or rental of office machines and equipment, such as:
  - photocopiers;
  - fax machines;
  - calculators;
- the trade in small home appliances, such as:
  - kettles;
  - percolators;
  - toasters;
  - food processors;
  - microwave ovens;
- the trade in, rental or repair of computer hardware and



| <b>Unit Number</b> | <b>Unit Title</b>                      | <b>General Rate</b> | <b>Special Rate</b> | <b>First-level experience ratio</b> |      |      | <b>Second-level experience ratio</b> |      |      |
|--------------------|--|---------------------|---------------------|-------------------------------------|------|------|--------------------------------------|------|------|
|                    |  |                     |                     | 2016                                | 2017 | 2018 | 2015                                 | 2016 | 2017 |
| .                  | film development and printing service. |                     |                     |                                     |      |      |                                      |      |      |

This unit also refers to:

- . the trade in, rental or repair of sewing machines;
- . the trade in personal care equipment, such as :
  - . curling irons;
  - . razors;
  - . hair dryers;
  - . the trade in lighting fixtures, such as :
    - . lamps;
    - . lights;
    - . the trade in video game consoles;
    - . the trade in alarm systems without installation;
    - . the trade in or rental of water coolers;
    - . the trade in or rental of domestic equipment used to treat drinking water;
    - . the rental of medical oxygen equipment;
    - . the trade in equipment for making beverages at home such as :
      - . juice;
      - . wine;
      - . beer.

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 compact discs, software or DVDs;
- . the trade in office supplies, such as :
  - . paper;



| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|---|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |   |              |              | 2016                         | 2017   | 2018                          | 2015   |
| 54030       | Trading in floor coverings; trading in fabrics; trading in notions; trading in decorating and furniture accessories made of textile; trading in blinds; trading in paint and wallpaper; trading in wrapping supplies made of paper, plastic, paperboard or polystyrene; trading in disposable dishware and utensils made of paper, plastic, paperboard or polystyrene; trading in plastic films and sheets; trading in sanitary supplies; trading in maintenance or cleaning products | 1.79         | 1.55         | 0.1120                       | 0.1087 | 0.1348                        | 0.4220 |
|             | vehicles.   |              |              |                              |        |                               | 0.4220 |

This unit refers to:

- . the trade in floor coverings, such as :
  - . slate;
  - . ceramics;
  - . vinyl tiles and linoleum;
  - . marble;
  - . parquetry;
  - . hardwood flooring;
  - . carpeting;
- . the trade in fabrics,
- . the trade in notions, such as :
  - . staples;
  - . needles;
  - . buttons;
  - . zippers;
  - . patterns;
- . the trade in decorating and furniture accessories made of textile, such as :
  - . pillows;



| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|---|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |   |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | the trade in manual wrapping equipment;   |              |              |                              |      |                               |      |
|             | the trade in cleaning articles, such as :   |              |              |                              |      |                               |      |
|             | · brooms;   |              |              |                              |      |                               |      |
|             | · mops;   |              |              |                              |      |                               |      |
|             | · feather dusters;  |              |              |                              |      |                               |      |
|             | · dish mops.  |              |              |                              |      |                               |      |
|             | 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 interior decorating accessories, such as :   |              |              |                              |      |                               |      |
|             | · · lighting fixtures;  |              |              |                              |      |                               |      |
|             | · · knick-knacks;   |              |              |                              |      |                               |      |
|             | · · bathroom accessories;   |              |              |                              |      |                               |      |
|             | · the trade in hand soap;   |              |              |                              |      |                               |      |
|             | · the trade in adhesive tape for packaging;   |              |              |                              |      |                               |      |
|             | · the repair of vacuum cleaners, polishing machines or machines for washing floors or carpets;  |              |              |                              |      |                               |      |
|             | · interior decorating design service.   |              |              |                              |      |                               |      |
|             | 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.   |              |              |                              |      |                               |      |

| Unit Number | Unit Title  |  | First-level experience ratio |              |        |        |        |        | Second-level experience ratio |        |  |
|-------------|---|--|------------------------------|--------------|--------|--------|--------|--------|-------------------------------|--------|--|
|             |   |  | General Rate                 | Special Rate | 2016   | 2017   | 2018   | 2015   | 2016                          | 2017   |  |
| 54040       | Trading in clothing or clothing accessories; trading in shoes; trading in luggage or leathercraft |  | 1.26                         | 1.03         | 0.0805 | 0.0774 | 0.0697 | 0.3247 | 0.3247                        | 0.3247 |  |

This unit refers to:

- the trade in clothing or clothing accessories;
  - the trade in shoes;
  - the trade in luggage and leathercraft.
- 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.

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:

- adjustments and minor repairs to clothing;
- printing by transfer or using specialized printers;
- trading in jewellery.

| Unit Number | Unit Title   |   | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |        |
|-------------|--|---|--------------|--------------|------------------------------|------|-------------------------------|--------|
|             |  |   |              |              | 2016                         | 2017 | 2018                          | 2015   |
| 54050       | Department stores; retailing supplies for the home and for automobiles; one-price stores | This unit does not refer to:  |              |              | 2.67                         | 2.42 | 0.2606                        | 0.3019 |
|             |  | the making of clothing samples.   |              |              |                              |      | 0.2600                        | 0.7656 |
|             |  | department stores or fixed auction sites engaging under one roof in the trade in a variety of merchandise, such as: |              |              |                              |      |                               | 0.7656 |
|             |  | furniture, electric appliances or audio and video equipment;  |              |              |                              |      |                               |        |
|             |  | equipment,  |              |              |                              |      |                               |        |
|             |  | dishware, glassware or cutlery;   |              |              |                              |      |                               |        |
|             |  | clothing or shoes;  |              |              |                              |      |                               |        |
|             |  | books, office supplies, gift wrapping supplies or greeting cards;   |              |              |                              |      |                               |        |
|             |  | seasonal articles or tools;   |              |              |                              |      |                               |        |
|             |  | games or toys;  |              |              |                              |      |                               |        |
|             |  | food stuffs;  |              |              |                              |      |                               |        |
|             |  | make-up or perfume;   |              |              |                              |      |                               |        |
|             |  | the retailing of supplies for the home and for automobiles in 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:                |              |              |                              |      |                               |        |

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |      |      | Second-level experience ratio |      |      |
|-------------|--|--------------|--------------|------------------------------|------|------|-------------------------------|------|------|
|             |  |              |              | 2016                         | 2017 | 2018 | 2015                          | 2016 | 2017 |
|             | dishware, glassware and cutlery;<br>games, toys or handcraft supplies;<br>office supplies, gift wrapping supplies or greeting cards;<br>seasonal articles;<br>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;
    - clothing;
    - key-rings;
    - cups.

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

| <b>Unit Number</b> | <b>Unit Title</b>   |  | <b>General Rate</b> | <b>Special Rate</b> | <b>First-level experience ratio</b> |             | <b>Second-level experience ratio</b> |             |
|--------------------|---|--|---------------------|---------------------|-------------------------------------|-------------|--------------------------------------|-------------|
|                    |   |  |                     |                     | <b>2016</b>                         | <b>2017</b> | <b>2018</b>                          | <b>2015</b> |
|                    | home use.   |  |                     |                     |                                     |             |                                      |             |
|                    | This unit does not refer to:  |  |                     |                     |                                     |             |                                      |             |
|                    | <ul style="list-style-type: none"> <li>- a photography service or a film printing and development service;</li> <li>- pet grooming or boarding services;</li> <li>- the activities referred to in unit 543.50;</li> <li>- the retailing of gasoline or diesel fuel;</li> <li>- the cutting, making, preparation or processing of food stuffs intended for sale.</li> </ul>  |  |                     |                     |                                     |             |                                      |             |
|                    | 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 canvases, documents or posters; trading in records, cassettes, compact discs, DVDs or software; operating a video club; trading in or distribution of documents; trading in office supplies, gift-wrapping supplies or greeting cards |  | 1.41                |                     | 1.18                                | 0.0780      | 0.0964                               | 0.0670      |
|                    | This unit refers to:  |  |                     |                     |                                     |             |                                      |             |
|                    | <ul style="list-style-type: none"> <li>- the trade in dishes, pottery, knick-knacks, cutlery, utensils or cookware;</li> </ul>  |  |                     |                     |                                     |             |                                      |             |

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|--|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |  |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | the trade in or lending of games or toys;  |              |              |                              |      |                               |      |
|             | the trade in or repair of jewellery;   |              |              |                              |      |                               |      |
|             | the operation of a jewellery store;  |              |              |                              |      |                               |      |
|             | the trade in posters, paintings, frames or materials for artists, such as :                                  |              |              |                              |      |                               |      |
|             | brushes;   |              |              |                              |      |                               |      |
|             | canvases;  |              |              |                              |      |                               |      |
|             | tubes of paint;  |              |              |                              |      |                               |      |
|             | framing service for canvasses, documents or posters;   |              |              |                              |      |                               |      |
|             | the trade in records, cassettes, compact discs, DVDs or computer software;                                   |              |              |                              |      |                               |      |
|             | the operation of a video club;   |              |              |                              |      |                               |      |
|             | the trade in or the distribution of documents such as books, newspapers, magazines or advertising pamphlets; |              |              |                              |      |                               |      |
|             | the trade in office supplies, gift-wrapping supplies or greeting cards.                                      |              |              |                              |      |                               |      |
|             | This unit also refers to:  |              |              |                              |      |                               |      |
|             | the assembly, setting or engraving of jewels;  |              |              |                              |      |                               |      |
|             | the trade in watches or clocks;  |              |              |                              |      |                               |      |
|             | the trade in eye glasses;  |              |              |                              |      |                               |      |
|             | the trade in small collector's items, such as:   |              |              |                              |      |                               |      |
|             | stamps;  |              |              |                              |      |                               |      |
|             | currencies;  |              |              |                              |      |                               |      |
|             | figurines;   |              |              |                              |      |                               |      |
|             | cards;   |              |              |                              |      |                               |      |
|             | art galleries;   |              |              |                              |      |                               |      |
|             | the trade in handicrafts or souvenirs;   |              |              |                              |      |                               |      |
|             | the trade in religious articles, such as :   |              |              |                              |      |                               |      |

- the assembly, setting or engraving of jewels;
- the trade in watches or clocks;
- the trade in eye glasses;
- the trade in small collector's items, such as:
  - stamps;
  - currencies;
  - figurines;
  - cards;
- art galleries;
- the trade in handicrafts or souvenirs;
- the trade in religious articles, such as :

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |        |        |
|-------------|--|--------------|--------------|------------------------------|--------|-------------------------------|--------|--------|--------|
|             |  |              |              | 2016                         | 2017   | 2018                          | 2015   |        |        |
|             | <ul style="list-style-type: none"> <li>- medals;</li> <li>- statuettes;</li> <li>- rosary beads;</li> <li>- the trade in candles and candlesticks;</li> <li>- the trade in erotic articles and clothing;</li> <li>- the trade in lottery tickets;</li> <li>- the trade in trophies and commemorative plaques.</li> </ul>   |              |              |                              |        |                               |        |        |        |
| 54070       | <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"> <li>- the repair of watches or clocks;</li> <li>- laminating service.</li> </ul> <p>This unit also refers to the manufacture of jewellery when done by the workers of an employer as part of the operation of a jewellery store.</p> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>- the trade in eye glasses done by a dispensing optician or optometrist;</li> <li>- the manufacture of mouldings for frames.</li> </ul> <p>Trading, in the same building, in a variety of products mainly intended for construction, renovation and decoration; trading in wood; trading in building materials; trading in prefabricated joinery; trading in fences or balustrades; trading in doors, windows or outdoor sliding; trading in kitchen or bathroom cabinets or counters; trading in trees, shrubs, plants or flowers, including flower shops; trading in grave monuments</p> | 2.24         | 1.99         | 0.1976                       | 0.2130 | 0.1898                        | 0.5565 | 0.5565 | 0.5565 |



| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|---|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |   |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | <ul style="list-style-type: none"> <li>. the trade in kitchen or bathroom cabinets or counters;</li> <li>. the trade in trees, shrubs, plants or flowers, including florists;</li> <li>. the trade in grave monuments.</li> </ul> |              |              |                              |      |                               |      |

This unit also refers to:

- . the engraving of grave monuments;
- . the trade in fountains and statues;
- . the trade in or rental of wood pallets;
- . the manufacture of floral or plant arrangements.

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 rental of tools;
- . the trade in gardening supplies, such as :
  - . fertilizer;
  - . seeds;
  - . herbicides;
  - . shovels;
  - . rakes;
  - . pruning shears;
  - . interior decorating design service.

This unit does not refer to:

- . the trade in shreds, chips or sawdust;
- . the installation of products sold when it is referred to in units 80030 to 80250;

| Unit Number | Unit Title   |      | General Rate | Special Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|-------------|--|------|--------------|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|             |  |      |              |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |
|             | landscaping work;<br>the repair of wood pallets.   |      |              |              |                              |        |        |                               |        |        |
| 54080       | Trading, renting or repairing snowmobiles, personal watercraft, recreational all-terrain vehicles, motorcycles, motorized golf carts or scooters; trading or renting travel trailers, camping trailers, park trailers, worksite trailers, fifth wheel trailers or camper bodies; trading, renting or doing mechanical repairs on boats with a motor; trading, renting or repairing machines and equipment for outdoor household maintenance work or landscaping work; trading, renting or repairing power tools; rental centre offering machines and equipment for outdoor household maintenance work or landscaping work or tools | 2.59 | 2.33         | 0.1344       | 0.1501                       | 0.1507 | 0.6549 | 0.6549                        | 0.6549 | 0.6549 |

This unit refers to:

- the trade in, rental or repair of snowmobiles, personal watercraft, recreational all-terrain vehicles, motorcycles, motorized golf carts or scooters;
- the trade in or rental of travel trailers, camping trailers, park 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

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|---|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |   |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | <p>outdoor household maintenance work or landscaping work,<br/>such as :</p> <ul style="list-style-type: none"> <li>. cultivators;</li> <li>. roto spaders;</li> <li>. chainsaws;</li> <li>. snowblowers;</li> <li>. hedge trimmers or edge trimmers;</li> <li>. garden tractors or lawnmowers;</li> <li>. the trade in, rental or repair of power tools, such as :</li> <li>. drills;</li> <li>. sanders;</li> <li>. saws;</li> <li>. sharpeners;</li> <li>. drill presses;</li> <li>. table saws;</li> <li>. the rental of a variety of machines and equipment for outdoor home maintenance work or landscaping work or tools.</li> </ul> |              |              |                              |      |                               |      |

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 receptions and celebrations, such as :
- . tents or big tops;
- . tables or chairs;
- . lighting systems or audio and video equipment;
- . dishware, glassware or cutlery;
- . kitchen equipment;
- . the rental of tents or big tops;



| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |        |        |
|-------------|---|--------------|--------------|------------------------------|--------|-------------------------------|--------|--------|--------|
|             |   |              |              | 2016                         | 2017   | 2018                          | 2015   |        |        |
| 54090       | <p>This unit also refers to the rental of the following equipment when it is done by the workers of an employer as part of the activity of renting a variety of machines and equipment for outdoor household maintenance work or landscaping or tools:</p> <ul style="list-style-type: none"> <li>- welding equipment;</li> <li>- generators or compressors;</li> <li>- tow-hoists;</li> <li>- scaffolding;</li> <li>- mobile elevating platforms.</li> </ul> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>- the installation of scaffolding or big tops;</li> <li>- the rental of motor boats or sailboats with the services of a captain;</li> <li>- the rental of snowmobiles, personal watercraft, recreational all-terrain vehicles, motorcycles or non-motorized boats with a guide service;</li> <li>- the operation of a trailer park;</li> <li>- the installation of road safety equipment or material.</li> </ul> <p>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</p> | 1.32         | 1.09         | 0.0639                       | 0.0601 | 0.0700                        | 0.2282 | 0.2282 | 0.2282 |

| Unit Number          | Unit Title   | General Rate | Special Rate | First-level experience ratio |      |      | Second-level experience ratio |      |      |
|----------------------|--|--------------|--------------|------------------------------|------|------|-------------------------------|------|------|
|                      |  |              |              | 2016                         | 2017 | 2018 | 2015                          | 2016 | 2017 |
| This unit refers to: |  |              |              |                              |      |      |                               |      |      |
|                      |  |              |              |                              |      |      |                               |      |      |
|                      | <ul style="list-style-type: none"> <li>· the trade in connection or communication devices, electric or electronic parts or components, such as :           <ul style="list-style-type: none"> <li>· switches;</li> <li>· chips or microprocessors;</li> <li>· printed circuit boards;</li> <li>· connectors or other connection elements;</li> <li>· semi-conductors;</li> <li>· electric fuses;</li> <li>· breakers;</li> <li>· electric light bulbs;</li> </ul> </li> <li>· the trade in measurement, calibration or control instruments, such as :           <ul style="list-style-type: none"> <li>· water metres;</li> <li>· gages;</li> <li>· thermostats;</li> </ul> </li> <li>· the trade in sanitary appliances, such as :           <ul style="list-style-type: none"> <li>· bathtubs;</li> <li>· toilet bowls and tanks;</li> <li>· sinks;</li> <li>· urinals;</li> </ul> </li> <li>· the trade in heating equipment, such as :           <ul style="list-style-type: none"> <li>· space-heaters;</li> <li>· furnaces;</li> <li>· heat pumps;</li> <li>· electric baseboards;</li> </ul> </li> <li>· the trade in woodstoves or prefabricated fireplaces;</li> <li>· the trade in air conditioning equipment, such as :           <ul style="list-style-type: none"> <li>· air conditioners;</li> </ul> </li> </ul> |              |              |                              |      |      |                               |      |      |

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|--|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |  |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | dehumidifiers;<br>humidifiers.   |              |              |                              |      |                               | 2017 |
|             | This unit also refers to:  |              |              |                              |      |                               | 2016 |
|             | <ul style="list-style-type: none"> <li>. the trade in hardware articles, such as :           <ul style="list-style-type: none"> <li>. bolts;</li> <li>. hinges;</li> <li>. nails;</li> <li>. nuts;</li> <li>. rivets;</li> <li>. screws;</li> </ul> </li> <li>. the trade in safes;</li> <li>. the trade in household ventilation equipment, such as :           <ul style="list-style-type: none"> <li>. air supply units;</li> <li>. air-air heat exchangers.</li> </ul> </li> </ul> |              |              |                              | 2017 |                               |      |
|             | 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:  |              |              |                              |      |                               | 2016 |
|             | <ul style="list-style-type: none"> <li>. the installation, repair or maintenance of heating or air conditioning equipment;</li> <li>. the trade in plumbing supplies.</li> </ul>   |              |              |                              |      |                               | 2017 |
|             | This unit does not refer to:   |              |              |                              |      |                               | 2016 |
|             | <ul style="list-style-type: none"> <li>. the maintenance of measurement, calibration or control instruments;</li> <li>. the installation, repair or maintenance of the products sold</li> </ul>  |              |              |                              |      |                               | 2017 |

| Unit Number | Unit Title  |      | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|---|------|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |   |      |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | when referred to in units 80110, 80170 to 80200 and 80250;  |      |              |              |                              |        |                               |        |
|             | · work related to plumbing, pipefitting and boiler-making;  |      |              |              |                              |        |                               |        |
|             | · the trade in safety locks.  |      |              |              |                              |        |                               |        |
| 54100       | Trading in or renting of sporting goods or equipment; trading in or renting musical instruments and accessories; trading in pools or spas; trading, renting or repairing bicycles | 1.51 | 1.27         | 0.1086       | 0.0878                       | 0.0918 | 0.3206                        | 0.3206 |
|             | This unit refers to:  |      |              |              |                              |        |                               |        |
|             | · the trade in or rental of articles or equipment for sports, such as :   |      |              |              |                              |        |                               |        |
|             | · skiing;   |      |              |              |                              |        |                               |        |
|             | · fishing;  |      |              |              |                              |        |                               |        |
|             | · golf;   |      |              |              |                              |        |                               |        |
|             | · racket sports;  |      |              |              |                              |        |                               |        |
|             | · diving;   |      |              |              |                              |        |                               |        |
|             | · bowling;  |      |              |              |                              |        |                               |        |
|             | · hockey;   |      |              |              |                              |        |                               |        |
|             | the trade in or rental of music instruments and accessories;  |      |              |              |                              |        |                               |        |
|             | · the trade in pools or spas;   |      |              |              |                              |        |                               |        |
|             | · the trade in, rental or repair of bicycles.   |      |              |              |                              |        |                               |        |
|             | This unit also refers to:   |      |              |              |                              |        |                               |        |
|             | · the trade in or rental of physical fitness equipment, such as :   |      |              |              |                              |        |                               |        |
|             | · exercise equipment;   |      |              |              |                              |        |                               |        |
|             | · weight-lifting equipment;   |      |              |              |                              |        |                               |        |
|             | the trade in or rental of equipment for shooting, such as :   |      |              |              |                              |        |                               |        |
|             | · firearms;   |      |              |              |                              |        |                               |        |

| Unit Number | Unit Title   |  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|--|--|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |  |  |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | bows;  |  |              |              |                              |      |                               |      |
|             | crossbows;   |  |              |              |                              |      |                               |      |
|             | ammunition;  |  |              |              |                              |      |                               |      |
|             | arrows;  |  |              |              |                              |      |                               |      |
|             | targets;   |  |              |              |                              |      |                               |      |
|             | the trade in or rental of equipment for camping or the outdoors, such as : |  |              |              |                              |      |                               |      |
|             | tents;   |  |              |              |                              |      |                               |      |
|             | sleeping bags;   |  |              |              |                              |      |                               |      |
|             | portable stoves;   |  |              |              |                              |      |                               |      |
|             | mess-kits;   |  |              |              |                              |      |                               |      |
|             | air mattresses;  |  |              |              |                              |      |                               |      |
|             | the trade in game tables and accessories, such as :                        |  |              |              |                              |      |                               |      |
|             | billiards;   |  |              |              |                              |      |                               |      |
|             | table hockey;  |  |              |              |                              |      |                               |      |
|             | ping-pong;   |  |              |              |                              |      |                               |      |
|             | the repair and adjustment of musical instruments;                          |  |              |              |                              |      |                               |      |
|             | the trade in equipment for playgrounds, such as :                          |  |              |              |                              |      |                               |      |
|             | swings;  |  |              |              |                              |      |                               |      |
|             | slides;  |  |              |              |                              |      |                               |      |
|             | monkey bars;   |  |              |              |                              |      |                               |      |
|             | the trade in or rental of non-motorized boats, such as :                   |  |              |              |                              |      |                               |      |
|             | kayaks;  |  |              |              |                              |      |                               |      |
|             | canoes;  |  |              |              |                              |      |                               |      |
|             | pedalos;   |  |              |              |                              |      |                               |      |
|             | sailboards;  |  |              |              |                              |      |                               |      |
|             | the trade in or rental of boat accessories, such as :                      |  |              |              |                              |      |                               |      |
|             | paddles;   |  |              |              |                              |      |                               |      |
|             | life jackets;  |  |              |              |                              |      |                               |      |
|             | the sharpening of skis or skates;  |  |              |              |                              |      |                               |      |

| Unit Number   | Unit Title   | General Rate | Special Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|---|--|--------------|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|   |  |              |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |
|   |  |              |              |                              |        |        |                               |        |        |
| the operation of a pawnbrokerage business.  |  |              |              |                              |        |        |                               |        |        |
| 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"> <li>- the repair of sporting goods and equipment;</li> <li>- the trade in outdoor furniture;</li> <li>- the filling of compressed air bottles;</li> <li>- the opening, closing and cleaning of pools or spas;</li> <li>- the trade in, rental or installation of canvas shelters or canopies;</li> <li>- the trade in cassettes, compact discs or DVDs;</li> <li>- the trade in pool and spa accessories or maintenance products.</li> </ul> |  |              |              |                              |        |        |                               |        |        |
| This unit does not refer to:  |  |              |              |                              |        |        |                               |        |        |
| <ul style="list-style-type: none"> <li>- the installation, construction or repair of pools and spas;</li> <li>- the installation of the products sold or rented when they are referred to in units 80030 to 80250;</li> <li>- the repair of church organs.</li> </ul>   |  |              |              |                              |        |        |                               |        |        |
| An employer who engages both in the trade in or rental of sporting, 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.  |  |              |              |                              |        |        |                               |        |        |
| 54210   | Trading in metals or alloys in primary or laminated forms; operating a metal or alloy cutting workshop | 4.84         | 4.54         | 0.2457                       | 0.3189 | 0.2935 | 1.0073                        | 1.0073 | 1.0073 |

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |        |        |
|-------------|---|--------------|--------------|------------------------------|--------|-------------------------------|--------|--------|--------|
|             |   |              |              | 2016                         | 2017   | 2018                          | 2015   |        |        |
|             | This unit refers to:  |              |              |                              |        |                               |        |        |        |
|             | <ul style="list-style-type: none"> <li>- the trade in metals or alloys in primary or laminated forms,<br/>such as :           <ul style="list-style-type: none"> <li>- pig;</li> <li>- ingots;</li> <li>- billets;</li> <li>- sheets;</li> </ul> </li> <li>- the operating of a metal or alloy cutting workshop.</li> </ul> |              |              |                              |        |                               |        |        |        |
|             | 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"> <li>- the cutting of metals or alloys.</li> </ul>  |              |              |                              |        |                               |        |        |        |
|             | This unit does not refer to:  |              |              |                              |        |                               |        |        |        |
|             | <ul style="list-style-type: none"> <li>- the operation of a welding workshop;</li> <li>- the manufacture of reinforcement mesh;</li> <li>- the operation of a scrapping workshop;</li> <li>- the manufacture of metal framing members.</li> </ul>   |              |              |                              |        |                               |        |        |        |
|             | 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.  |              |              |                              |        |                               |        |        |        |
| 54220       | 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   | 2.71         | 2.45         | 0.1821                       | 0.1826 | 0.1698                        | 0.5837 | 0.5837 | 0.5837 |

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|---|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |   |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | gas development, logging or road maintenance; trading in, renting or repairing forklifts; trading in, renting or repairing mobile lifting devices |              |              |                              |      |                               |      |

This unit refers to:

- 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 :

  - seed drills;
  - crop sprayers;
  - combine reaper-threshers;
  - planting machines;
  - reaping machines;
  - bailing machines;

- the trade in, rental or repair of heavy equipment for construction, mining, oil and gas development, logging, or road maintenance, such as :

  - excavators;
  - loaders;
  - graders;
  - off-road heavy trucks;
  - vibrating steel-wheeled rollers;
  - street sweepers;

- the trade in, rental or repair of forklifts;
- the trade in, rental or repair of mobile lifting devices, such as :

  - aerial baskets;
  - mobile elevating platforms.

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|---|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |   |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | This unit also refers to:   |              |              |                              |      |                               |      |
|             | <ul style="list-style-type: none"> <li>- the rental of scaffolding or bleachers;</li> <li>- 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"> <li>- buckets;</li> <li>- mechanized grapples or scissors;</li> <li>- non-domestic snowblowers;</li> <li>- grader or snow plow blades;</li> <li>- the trade in parts for farm tractors, heavy equipment, forklifts or mobile lifting devices;</li> <li>- the trade in or rental of locomotives or freight cars;</li> <li>- the trade in or rental of containers.</li> </ul> </li> </ul> |              |              |                              |      |                               |      |
|             | 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"> <li>- 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"> <li>- rotary cultivators;</li> <li>- roto spaders;</li> <li>- chainsaws;</li> <li>- snowblowers;</li> <li>- hedge trimmers or edge trimmers;</li> <li>- lawn tractors;</li> <li>- the rental of tools;</li> <li>- the trade in or rental of trailers;</li> <li>- the trade in hoists or shelves;</li> </ul> </li> </ul>  |              |              |                              |      |                               |      |



| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|--|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |  |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | machines and equipment for the sawmill industry;   |              |              |                              |      |                               |      |
|             | machines and equipment for the mining industry;  |              |              |                              |      |                               |      |
|             | machines and equipment for the primary metallurgy industry;  |              |              |                              |      |                               |      |
|             | the trade in or rental of machines and equipment for the manufacturing industry, such as :                 |              |              |                              |      |                               |      |
|             | machines and equipment for bakeries and pastry-makers;   |              |              |                              |      |                               |      |
|             | machines and equipment for bottling or packaging;  |              |              |                              |      |                               |      |
|             | slaughterhouse machines and equipment;   |              |              |                              |      |                               |      |
|             | brewery machines and equipment;  |              |              |                              |      |                               |      |
|             | machines and equipment for the pharmaceutical and cosmetics industry;                                      |              |              |                              |      |                               |      |
|             | machines-tools for working metal or wood;  |              |              |                              |      |                               |      |
|             | machines and equipment for the rubber, plastics, furniture or machined lumber industry;                    |              |              |                              |      |                               |      |
|             | machines and equipment for mobile sawmills;  |              |              |                              |      |                               |      |
|             | the trade in or rental of farm machines and equipment other than for working the land and crops, such as : |              |              |                              |      |                               |      |
|             | cow ties;  |              |              |                              |      |                               |      |
|             | grain silos;   |              |              |                              |      |                               |      |
|             | maple product equipment;   |              |              |                              |      |                               |      |
|             | equipment for dairy, hog, poultry or cattle production;  |              |              |                              |      |                               |      |
|             | the trade in or rental of stationary lifting or handling equipment, such as :                              |              |              |                              |      |                               |      |
|             | conveyors;   |              |              |                              |      |                               |      |
|             | hoists;  |              |              |                              |      |                               |      |
|             | pulleys;   |              |              |                              |      |                               |      |
|             | conveyor parts or belts.   |              |              |                              |      |                               |      |

| Unit Number | Unit Title  |  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|---|--|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |   |  |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | This unit also refers to:   |  |              |              |                              |      |                               |      |
|             | <ul style="list-style-type: none"> <li>· the trade in or rental of compressors;</li> <li>· the trade in or rental of industrial machines and equipment for the treatment of wastewater and drinking water;</li> <li>· the trade in equipment for mechanical or bodywork repairs, such as :           <ul style="list-style-type: none"> <li>· tire machines;</li> <li>· machines for aligning or balancing tires;</li> <li>· lifts;</li> </ul> </li> <li>· the trade in fuel tanks or pumps;</li> <li>· the trade in pressure washer equipment;</li> <li>· the trade in industrial or commercial scales;</li> <li>· the trade in or rental of pumps, such as :           <ul style="list-style-type: none"> <li>· water pumps;</li> <li>· swimming pool pumps;</li> <li>· sewer pumps;</li> <li>· industrial pumps;</li> </ul> </li> <li>· the trade in equipment for greenhouse or hydroponic operations;</li> <li>· the trade in or rental of :           <ul style="list-style-type: none"> <li>· motor-generator sets;</li> <li>· transformers;</li> <li>· electricity generators;</li> <li>· electric or diesel motors;</li> </ul> </li> <li>· the trade in or rental of industrial ovens, furnaces or heat chambers;</li> <li>· the trade in or rental of welding equipment or devices without the trade in the related gases.</li> </ul> |  |              |              |                              |      |                               |      |

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|---|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |   |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | 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:   |              |              |                              |        |                               | 2017   |
|             | <ul style="list-style-type: none"> <li>- the trade in or rental of tools;</li> <li>- the trade in parts intended for machines and equipment referred to under this unit;</li> <li>- repairs when done elsewhere than on the worksite or on the job,</li> </ul>                                |              |              |                              |        |                               | 2016   |
|             | This unit does not refer to:  |              |              |                              |        |                               | 2015   |
|             | <ul style="list-style-type: none"> <li>- the construction of grain silos or greenhouses;</li> <li>- the refurbishing of electric or diesel motors;</li> <li>- repairs to a pump when the employer also rewires the motor of said pump;</li> <li>- the rewiring of electric motors.</li> </ul> |              |              |                              |        |                               | 2018   |
|             | This unit does not refer to the installation, maintenance and repair of machines and equipment referred to in units 69960 or 80030 to 80250.  |              |              |                              |        |                               |        |
| 54240       | Trading in fuel oil, propane gas, lubricating oils and greases or butane; trading in chemical products; trading in or maintaining fire extinguishers  | 2.67         | 2.42         | 0.1642                       | 0.1740 | 0.1231                        | 0.6312 |
|             | This unit refers to:  |              |              |                              |        |                               | 0.6312 |
|             | <ul style="list-style-type: none"> <li>- the trade in :           <ul style="list-style-type: none"> <li>- fuel oil;</li> <li>- propane gas;</li> <li>- lubricating oils and greases;</li> <li>- .</li> </ul> </li> </ul>   |              |              |                              |        |                               |        |

This unit also refers to:

- the trade in gasoline or diesel fuel when not done at the pump;
  - the trade in or rental of welding equipment or devices with the trade in related gases;
  - the supply by truck of oil products to persons who do not trade in these products;
  - the trade in dyes, colorants or inks;
  - the trade in chemical preparations for the manufacturing industry;
  - the trade in explosives;
  - the trade in pyrotechnical devices such as signal flares or fireworks.

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, maintenance or installation of equipment, such as:

- burners;  
furnaces or floor furnaces;  
barbecues or ranges;  
water heaters or heat pumps;

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |                      |
|-------------|--|--------------|--------------|------------------------------|--------|-------------------------------|----------------------|
|             |  |              |              | 2016                         | 2017   | 2018                          | 2015                 |
|             | tanks or bottles,<br>the trade in fire protection equipment, such as :<br>· emergency light fixtures;<br>· hoses;<br>· alarms;<br>· the bottling of sold products.   |              |              |                              |        |                               |                      |
|             | 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.   |              |              |                              |        |                               |                      |
|             | This unit does not refer to:   |              |              |                              |        |                               |                      |
|             | · chimney sweeping service;<br>· the trade in maintenance or cleaning products;<br>· the trade in pest control products;<br>· work related to pipefitting, plumbing, sheet metal work, electricity or electronics;<br>· the installation of underground tanks;<br>· 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<br>This unit refers to:   | 2.95         | 2.69         | 0.1747                       | 0.1999 | 0.1568                        | 0.8689 0.8689 0.8689 |
|             | · the trade in food for farm animals such as cattle, hogs, horses or poultry;<br>· the trade in seeds, seeds for sowing or mixed or unmixed cereals, such as :   |              |              |                              |        |                               |                      |

| Unit Number | Unit Title |  | First-level experience ratio |              |      |      |      |      | Second-level experience ratio |      |  |
|-------------|------------|--|------------------------------|--------------|------|------|------|------|-------------------------------|------|--|
|             |            |  | General Rate                 | Special Rate | 2016 | 2017 | 2018 | 2015 | 2016                          | 2017 |  |
|             |            |  |                              |              |      |      |      |      |                               |      |  |

- wheat;
- corn;
- barley;
- beans or dried peas;
- the trade in pest control products, such as :
  - insecticides;
  - rat poison;
  - pesticides;
  - fungicides;
- the trade in domestic animals;
- domestic animals grooming service.

This unit also refers to:

- grain elevator service;
- the trade in shreds, chips or sawdust;
- shred, chip or sawdust bagging service;
- the trade in fertilizers;
- the wholesale trade in food, equipment or supplies for pets;
- the trade in potting soil.

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 body hygiene and care products for animal use;
- the pressing of shreds, chips or sawdust;
- the sifting of seeds;
- pet boarding service.

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|--|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |  |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | Wholesale trade refers to the trade in goods for resale or for commercial, industrial, institutional or professional use.  |              |              |                              |        |                               |        |
|             | This unit does not refer to:   |              |              |                              |        |                               |        |
|             | · the mixing or treatment of grains.   |              |              |                              |        |                               |        |
|             | An employer who engages, in the same building, in the trade in food for farm animals and in the retail trade in food or equipment and supplies for pets is classified in this unit for these activities. |              |              |                              |        |                               |        |
|             | An employer who engages, in the same building, in the retail trade in food or equipment and supplies for pets and in the trade in pets is classified in this unit for these activities.                  |              |              |                              |        |                               |        |
| 54260       | Recycling of materials or objects  | 6.40         | 6.07         | 0.4992                       | 0.4539 | 0.3860                        | 1.6544 |
|             | This unit refers to:   |              |              |                              |        |                               |        |
|             | · the sorting, cleaning or washing, the shredding, crushing, the bundling or the granulation of recyclable materials or objects, such as:  |              |              |                              |        |                               |        |
|             | · clothing or textiles;  |              |              |                              |        |                               |        |
|             | · glass;   |              |              |                              |        |                               |        |
|             | · tires;   |              |              |                              |        |                               |        |
|             | · plastic;   |              |              |                              |        |                               |        |
|             | · paper;   |              |              |                              |        |                               |        |
|             | · cardboard;   |              |              |                              |        |                               |        |
|             | · metal;   |              |              |                              |        |                               |        |
|             | · rubber;  |              |              |                              |        |                               |        |



| Unit Number | Unit Title           |   | First-level experience ratio |              | Second-level experience ratio |      |
|-------------|----------------------|---|------------------------------|--------------|-------------------------------|------|
|             |                      |   | General Rate                 | Special Rate | 2016                          | 2017 |
|             | This unit refers to: |   |                              |              |                               |      |
|             |                      | the trade in new or used automobiles, trucks, buses or coaches;   |                              |              |                               |      |
|             |                      | the trade in new or used caravans or motorized trailers;  |                              |              |                               |      |
|             |                      | the rental of automobiles, trucks, buses or coaches;  |                              |              |                               |      |
|             |                      | the rental of caravans or motorized trailers;   |                              |              |                               |      |
|             |                      | the trade in or rental of trailers, such as :   |                              |              |                               |      |
|             |                      | flatbed trailers whether covered or not;  |                              |              |                               |      |
|             |                      | trailers for the transport of automobiles;  |                              |              |                               |      |
|             |                      | dump trailers;  |                              |              |                               |      |
|             |                      | tank trailers;  |                              |              |                               |      |
|             |                      | low-bed semi-trailers;  |                              |              |                               |      |
|             |                      | utility trailers.   |                              |              |                               |      |
|             |                      | 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 activities referred to under this unit:                                   |                              |              |                               |      |
|             |                      | the trade in tourism trailers, camping trailers, park trailers, building site trailers, fifth wheel trailers or camper bodies.  |                              |              |                               |      |
|             |                      | This unit does not refer to:  |                              |              |                               |      |
|             |                      | the activities referred to in units 54340, 54350 and 54360.   |                              |              |                               |      |
|             |                      | An employer who performs both an activity referred to under this unit and the hand washing or cleaning of automobile vehicles, caravans or motorized trailers is classified in this unit for all of these activities. |                              |              |                               |      |
|             |                      | An employer who performs both an activity referred to under this unit   |                              |              |                               |      |

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|--|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |  |              |              | 2016                         | 2017   | 2018                          | 2015   |
| 54330       | and activities referred to under units 54340, 54350 or 54360 can be classified in this unit if at least one of his workers only performs tasks related to the activities referred to under this unit.  | 3.21         | 2.94         | 0.1534                       | 0.1659 | 0.1436                        | 0.6925 |
|             | Trading, with installation or repair on automobile vehicles, of windows, tinted glass, audio or video systems, theft-security systems, electronic engine immobilizers, cruise controls, remote starters, sun roofs, air conditioning systems or vehicle management systems; operating a workshop to apply rust-proofing or paint sealant for automobiles; hand washing or cleaning service for automobile vehicles |              |              |                              |        |                               | 0.6925 |

This unit refers to:

- the trade, with installation or repair on automobile vehicles, of windows, tinted glass, audio or video systems, theft security systems, electronic engine immobilizers, cruise control, remote starters, sun roofs, air conditioning systems or vehicle management systems;
- operation of a workshop to apply rust proofing or paint sealant for automobiles;
- service for washing or cleaning automobile vehicles by hand.

This unit also refers to:

- the operation of an oil change and lubrication workshop for automobile vehicles;
- the operation of a workshop to install decorative strips, mouldings or lettering on automobile vehicles;
- the operation of a vehicle bodywork shop where only the “paintless dent removal technique” is used;

| Unit Number | Unit Title  | General Rate  | Special Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|-------------|---|---|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|             |   |   |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |
|             | <ul style="list-style-type: none"> <li>· the installation and conversion of odometers;</li> <li>· vehicle mechanical inspection services.</li> </ul>                  |   |              |                              |        |        |                               |        |        |
| 54340       | An employer who engages in an activity referred to under this unit and in the upholstery of automobile vehicle seats is classified in this unit for these activities. | Trading in parts or accessories for automobile vehicles, caravans or motorized trailers | 2.19         | 1.94                         | 0.1868 | 0.1692 | 0.1853                        | 0.5562 | 0.5562 |

This unit does not refer to:

- a mobile automobile vehicle washing service.
- the trade in parts or accessories for automobile vehicles, caravans or motorized trailers, such as :
  - mechanical or bodywork parts;
  - hub caps.

This unit refers to:

- the trade in transportation material parts;
- the part or accessory supply service of an employer who trades in new automobile vehicles, caravans or motorized trailers for 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 part or accessory supply service of an employer who trades in new automobile vehicles, caravans or motorized trailers for 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

| Unit Number | Unit Title   |      | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|--|------|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |  |      |              |              | 2016                         | 2017   | 2018                          | 2015   |
| 54350       | 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 paint.   |      |              |              |                              |        |                               |        |
|             | This unit does not refer to:   |      |              |              |                              |        |                               |        |
|             | the repair or installation of sold products.   |      |              |              |                              |        |                               |        |
|             | 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 | 4.20 | 3.91         | 0.2724       | 0.2898                       | 0.2619 | 0.9955                        | 0.9955 |
|             | This unit refers to:   |      |              |              |                              |        |                               |        |
|             | the trade in or installation of tires or tubes;  |      |              |              |                              |        |                               |        |
|             | the operation of an automobile vehicle repair workshop;  |      |              |              |                              |        |                               |        |
|             | an automobile vehicle road service or towing service;  |      |              |              |                              |        |                               |        |





| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|--|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |  |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | An employer who does automobile vehicle body repair work cannot be classified in unit 54350 unless one of his employees only performs tasks related to the activities referred to under this unit. |              |              |                              |        |                               |        |
|             | An employer who does both the evaluation of damages to vehicles and bodywork repairs is classified under this unit for these activities.   |              |              |                              |        |                               |        |
| 54410       | Wholesale trade in foodstuffs; wholesale trade in beverages, whether alcoholic or non-alcoholic; transporting of raw milk  | 3.49         | 3.21         | 0.3251                       | 0.3485 | 0.3050                        | 0.9105 |
|             | This unit refers to:   |              |              |                              |        |                               |        |
|             | the wholesale trade in foodstuffs such as:   |              |              |                              |        |                               |        |
|             | . . . coffee;  |              |              |                              |        |                               |        |
|             | . . . cereal or nuts;  |              |              |                              |        |                               |        |
|             | . . . condiments or sauces;  |              |              |                              |        |                               |        |
|             | . . . confectionery products;  |              |              |                              |        |                               |        |
|             | . . . spices or seasonings;  |              |              |                              |        |                               |        |
|             | . . . fruits or vegetables;  |              |              |                              |        |                               |        |
|             | . . . fruit or vegetable juices;   |              |              |                              |        |                               |        |
|             | . . . ready-made dishes;   |              |              |                              |        |                               |        |
|             | . . . dairy products;  |              |              |                              |        |                               |        |
|             | . . . eggs;  |              |              |                              |        |                               |        |
|             | . . . bakery or pastry products;   |              |              |                              |        |                               |        |
|             | . . . soups;   |              |              |                              |        |                               |        |
|             | . . . meat, fish or seafood;   |              |              |                              |        |                               |        |
|             | . . . the wholesale trade in beverages, both alcoholic and non-alcoholic;  |              |              |                              |        |                               |        |
|             | . . . the transport of raw milk.   |              |              |                              |        |                               |        |

| Unit Number | Unit Title                | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|---------------------------|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |                           |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | This unit also refers to: |              |              |                              |      |                               |      |

- . the itinerant wholesale trade in foodstuffs;
- . the wholesale trade in natural ice;
- . the wholesale trade in tobacco products;
- . the wholesale trade in water.

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 wholesale trade in non-food products such as:
  - . body hygiene or care products;
  - . over-the-counter drugs;
  - . maintenance and cleaning products;
  - . wrapping supplies;
  - . sanitary supplies.

Wholesale trade refers to the trade in goods for resale or for commercial, industrial, institutional or professional use.

Retail trade refers to mainly selling goods to consumers for personal or home use.

This unit does not refer to:

- . the bottling of water.

| Unit Number | Unit Title  | First-level experience ratio |              |        |        | Second-level experience ratio |        |        |        |
|-------------|---|------------------------------|--------------|--------|--------|-------------------------------|--------|--------|--------|
|             |   | General Rate                 | Special Rate | 2016   | 2017   | 2018                          | 2015   | 2016   | 2017   |
| 54420       | Grocery store; butcher shop; fish shop; retail trade in fruit or vegetables | 2.42                         | 2.17         | 0.2230 | 0.2424 | 0.2213                        | 0.6533 | 0.6533 | 0.6533 |

This unit refers to:

- the operation of a grocery store or supermarket;
- the operation of a butcher shop;
- the operation of a fish shop;
- the retail trade in fruit or vegetables.

This unit also refers to:

- the retail trade in cold meats, country-style pâtés, cretons, terrines or other similar products;
  - the retail trade in ready-made dishes;
  - the operation of a food bank.
- 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 grocery store, a supermarket, a butcher shop, a fish shop or the retail trade in fruits or vegetables:

- the development and printing of films;
- the manufacture of ready-made dishes;
- the manufacture of bakery or pastry products.

This unit also refers to the following activity when done by the workers of an employer as part of the operation by this employer of a retail trade in ready-made dishes or a retail trade in cold meats, country style pâtés, cretons, terrines or other similar products:

| Unit Number | Unit Title  | First-level experience ratio |              |        | Second-level experience ratio |        |        |
|-------------|---|------------------------------|--------------|--------|-------------------------------|--------|--------|
|             |   | General Rate                 | Special Rate | 2016   | 2017                          | 2018   | 2015   |
|             | the cooking of dough for pastry or bakery products.   |                              |              |        |                               |        |        |
|             | Retail trade refers to mainly selling goods to consumers for personal or home use.  |                              |              |        |                               |        |        |
|             | An employer who engages in the same building in the retail trade in cold meats, country style pâtés, crottins, terrines or other similar products and the retail trade in cheese is classified in this unit for these activities. |                              |              |        |                               |        |        |
|             | An employer who operates a convenience store and engages in the retail trade of fresh meat there is classified in this unit for these activities.   |                              |              |        |                               |        |        |
| 54430       | Convenience store, retail trade in beverages, whether alcoholic or non-alcoholic; trading in gasoline or diesel fuel at the pump  | 1.81                         | 1.57         | 0.1410 | 0.1727                        | 0.1528 | 0.5021 |
|             | This unit refers to:  |                              |              |        |                               |        |        |
|             | the operation of a convenience store;   |                              |              |        |                               |        |        |
|             | - the retail trade in beverages, both alcoholic and non-alcoholic;  |                              |              |        |                               |        |        |
|             | - the trade in gasoline or diesel fuel at the pump.   |                              |              |        |                               |        |        |
|             | This unit also refers to:   |                              |              |        |                               |        |        |
|             | - the retail trade in water;  |                              |              |        |                               |        |        |
|             | - the retail trade in tobacco products;   |                              |              |        |                               |        |        |
|             | - 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;  |                              |              |        |                               |        |        |

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|---|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |   |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | <ul style="list-style-type: none"> <li>- the retail trade in confectionery products;</li> <li>- the retail trade in nuts;</li> <li>- the retail trade in cheese;</li> <li>- the operation of an automatic car wash.</li> </ul>  |              |              |                              |      |                               |      |
|             | 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:  |              |              |                              |      |                               |      |
|             | <ul style="list-style-type: none"> <li>- the cooking of dough for pastry or bakery products;</li> <li>- the rental of films or video game software;</li> <li>- the retail trade in ready-made products;</li> <li>- the retail trade in products for automobile vehicles such as:           <ul style="list-style-type: none"> <li>- oil;</li> <li>- windshield wiper fluid;</li> <li>- maintenance or cleaning products.</li> </ul> </li> </ul> |              |              |                              |      |                               |      |
|             | Retail trade refers to mainly selling goods to consumers for personal or home use.  |              |              |                              |      |                               |      |
|             | This unit does not refer to:  |              |              |                              |      |                               |      |
|             | <ul style="list-style-type: none"> <li>- the roasting of coffee;</li> <li>- 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;</li> <li>- the activities referred to in units 68010 and 68020.</li> </ul>  |              |              |                              |      |                               |      |

| Unit Number | Unit Title  | General Rate | First-level experience ratio |        |        |        | Second-level experience ratio |        |        |
|-------------|---|--------------|------------------------------|--------|--------|--------|-------------------------------|--------|--------|
|             |   |              | 2016                         | 2017   | 2018   | 2015   | 2016                          | 2017   |        |
| 54440       | Trading in body hygiene and care products; trading in drugs | 0.96         | 0.73                         | 0.0573 | 0.0679 | 0.0602 | 0.1971                        | 0.1971 | 0.1971 |

This unit refers to:

- . the trade in body hygiene and care products, for human or animal use, such as:
  - . cosmetics;
  - . toothpastes;
  - . lotions;
  - . perfumes;
  - . hair products;
  - . soaps;
- . the wholesale trade in prescription or over-the-counter drugs, for human or animal use, such as:
  - . analgesics;
  - . anesthetics;
  - . antibiotics;
  - . anti-inflammatories;
  - . antiseptics;
  - . hormones;
  - . the operation of a drugstore.

This unit also refers to:

- . the trade in nutraceutical products such as:
  - . black radish vials;
  - . probiotic yoghurt capsules;
  - . lycopene capsules;
  - . the trade in vitamins and dietary minerals;
  - . the trade in therapeutic substances such as:

| Unit Number | Unit Title | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|------------|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |            |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             |            |              |              |                              |      |                               | 2017 |
|             |            |              |              |                              |      |                               | 2016 |
|             |            |              |              |                              |      |                               | 2015 |
|             |            |              |              |                              |      |                               | 2017 |
|             |            |              |              |                              |      |                               | 2016 |
|             |            |              |              |                              |      |                               | 2015 |
|             |            |              |              |                              |      |                               | 2017 |
|             |            |              |              |                              |      |                               | 2016 |
|             |            |              |              |                              |      |                               | 2015 |
|             |            |              |              |                              |      |                               | 2017 |
|             |            |              |              |                              |      |                               | 2016 |
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| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|-------------|--|--------------|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|             |  |              |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |
| 55010       | Air transportation; services related to air transportation | 2.17         | 1.92         | 0.1689                       | 0.1970 | 0.1674 | 0.5727                        | 0.5727 | 0.5727 |

This unit refers to:

- the transportation by air of persons or merchandise, such as:
  - air transportation whether or not according to a fixed schedule;
  - transportation of letters, documents or parcels by air;
  - tourism or recreational air transportation;
  - air ambulances;
- services related to air transportation, such as :
  - operating an airport;
  - aircraft rentals;
  - loading and unloading of aircraft;
  - aircraft inspection and maintenance other than aircraft mechanics;
  - mechanical maintenance and refurbishing of aircraft when done by an air carrier;
  - passenger transfer service;
  - replenishing;
  - reception and baggage transfer service;
  - air traffic controller service;
  - de-icing of planes.

This unit also refers to:

- spreading and dispersing of products by air;
- aerial surveillance;
- aerial surveying;
- aerial photography and mapping;

| Unit Number | Unit Title   |  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|--|--|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |  |  |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | <ul style="list-style-type: none"> <li>- aerial advertising;</li> <li>- aerial collection of geophysical data;</li> <li>- flying schools;</li> <li>- skydiving schools.</li> </ul>   |  |              |              |                              |        |                               |        |
|             | 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:  |  |              |              |                              |        |                               |        |
| 55020       | <ul style="list-style-type: none"> <li>- storage services;</li> <li>- maintenance of landing strips.</li> </ul> <p><b>Maritime and rail transport, services related to maritime and rail transport</b></p>   |  | 2.86         | 2.60         | 0.1897                       | 0.1904 | 0.1726                        | 0.5514 |
|             | This unit refers to:   |  |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>- transportation of passengers or merchandise by water, such as :           <ul style="list-style-type: none"> <li>- maritime transport whether or not according to a fixed schedule;</li> <li>- tourism or recreational maritime transport;</li> <li>- services related to maritime transport, such as :               <ul style="list-style-type: none"> <li>- towing and docking boats;</li> <li>- barge or platform towing service;</li> <li>- installation and maintenance of maritime markers;</li> <li>- maritime piloting services;</li> <li>- operating port facilities;</li> <li>- rail transport of passengers and merchandise, such as :                   <ul style="list-style-type: none"> <li>- rail transport whether or not according to a fixed schedule;</li> </ul> </li> </ul> </li> </ul> </li> </ul> |  |              |              |                              |        |                               |        |

| Unit Number | Unit Title | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|------------|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |            |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             |            |              |              |                              |      |                               | 2017 |

- tourism or recreational rail transport;
- services related to rail transport, such as
  - brush and snow removal along railway tracks;
  - cleaning rail cars;
  - loading and unloading rail cars;
  - merchandise storage service related to rail transport;
  - operating a railway station.

This unit also refers to:

- towing and wood collection services on water using boats;
- boat with crew rental services;
- operating a lock.

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 maritime transport activity or services related to the operation of port facilities:

- loading and unloading of ships or trucks.

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:

- storage services;
- mechanical maintenance.

| Unit Number | Unit Title                           |  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|--------------------------------------|--|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |                                      |  |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | This unit does not refer to:         |  |              |              |                              |        |                               |        |
|             |                                      | <ul style="list-style-type: none"> <li>- the services offered in a marina;</li> <li>- the building and repairing of rail lines;</li> <li>- whitewater tourism services.</li> </ul>   |              |              |                              |        |                               |        |
| 55030       | Loading or unloading boats           |  | 2.86         | 2.60         | 0.1817                       | 0.1766 | 0.1773                        | 0.5718 |
|             | This unit refers to:                 |  |              |              |                              |        |                               |        |
|             |                                      | <ul style="list-style-type: none"> <li>- the loading of boats;</li> <li>- the unloading of boats.</li> </ul>   |              |              |                              |        |                               |        |
|             |                                      | 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"> <li>- loading and unloading rail cars or trucks;</li> <li>- maritime stowage.</li> </ul>  |              |              |                              |        |                               |        |
| 55040       | Transportation of passengers by road |  | 3.42         | 3.15         | 0.2999                       | 0.3305 | 0.3227                        | 0.9709 |
|             | This unit refers to:                 |  |              |              |                              |        |                               |        |
|             |                                      | <ul style="list-style-type: none"> <li>- transportation of passengers in a motor coach or a bus whether or not according to a fixed schedule;</li> <li>- school bus transportation;</li> <li>- adapted transportation;</li> <li>- tourism or recreational transportation in a motor coach or bus;</li> <li>- transportation of passengers in a taxi or limousine;</li> </ul> |              |              |                              |        |                               |        |

| Unit Number | Unit Title                  |  | First-level experience ratio |              |      |      |      |      | Second-level experience ratio |      |
|-------------|-----------------------------|--|------------------------------|--------------|------|------|------|------|-------------------------------|------|
|             |                             |  | General Rate                 | Special Rate | 2016 | 2017 | 2018 | 2015 | 2016                          | 2017 |
|             | transportation in a minibus |  |                              |              |      |      |      |      |                               |      |

This unit also refers to:

- subway transportation;
- shuttle services;
- driving courses to operate automobiles, motorcycles or heavy equipment.

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 operation of a call centre;
- mechanical maintenance;
- the operation of a bus terminal.

| Unit Number | Unit Title                       |  | First-level experience ratio |              |        |        |        |        | Second-level experience ratio |        |
|-------------|----------------------------------|--|------------------------------|--------------|--------|--------|--------|--------|-------------------------------|--------|
|             |                                  |  | General Rate                 | Special Rate | 2016   | 2017   | 2018   | 2015   | 2016                          | 2017   |
| 55050       | Transport of merchandise by road |  | 7.51                         | 7.16         | 0.3530 | 0.3960 | 0.3375 | 1.6229 | 1.6229                        | 1.6229 |

This unit refers to the transport of merchandise by road when done using any type of truck, except for dump trucks.

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:

- mechanical maintenance;
- storage services.

An employer who engages in both transport brokerage services and the

| Unit Number | Unit Title           |  | First-level experience ratio  |                         |        | Second-level experience ratio |        |        |
|-------------|----------------------|--|---|-------------------------|--------|-------------------------------|--------|--------|
|             |                      |  | General Rate  | Special Rate            | 2016   | 2017                          | 2018   | 2015   |
| 55060       | Moving services      | transport of merchandise referred to under this unit is classified under this unit for these activities. | 15.12   | 14.63                   | 0.6777 | 0.7970                        | 0.7624 | 3.8421 |
|             | This unit refers to: |  |   |                         |        |                               |        | 3.8421 |
|             |                      | the moving of used goods by truck.   |   |                         |        |                               |        |        |
|             |                      | This unit also refers to:  |   |                         |        |                               |        |        |
|             |                      |  | 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.   |                         |        |                               |        |        |
|             |                      |  | 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: |                         |        |                               |        |        |
|             |                      |  |   | mechanical maintenance; |        |                               |        |        |
|             |                      |  |   | storage services;       |        |                               |        |        |
|             |                      |  |   | packing and unpacking   |        |                               |        |        |

| Unit Number | Unit Title                            | General Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|-------------|---------------------------------------|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|             |                                       |              | Special Rate                 | 2016   | 2017   | 2018                          | 2015   | 2016   |
| 55070       | Transport by dump truck; snow removal | 5.48         | 5.17                         | 0.2165 | 0.2481 | 0.2045                        | 1.2191 | 1.2191 |

This unit refers to:

- transport by dump truck;
  - snow removal using a vehicle.
- This unit also refers to:
- spreading ice melters and abrasives;
  - transporting by the Roll off container system, with or without the rental of the related 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:

- mechanical maintenance;
- storage services.

The employer classified under this unit for the dump truck transport activity cannot also be classified under unit 13140 except where at least one of his workers only performs tasks related to the activities referred to under this latter unit.

| Unit Number | Unit Title  | First-level experience ratio |              |        |        |        |        | Second-level experience ratio |        |        |
|-------------|---|------------------------------|--------------|--------|--------|--------|--------|-------------------------------|--------|--------|
|             |   | General Rate                 | Special Rate | 2016   | 2017   | 2018   | 2015   | 2016                          | 2017   | 2018   |
| 55080       | Storage services; wrapping, packaging, boxing, labeling and label changing services | 3.45                         | 3.18         | 0.2850 | 0.2819 | 0.2753 | 0.9206 | 0.9206                        | 0.9206 | 0.9206 |

This unit refers to:

- the storage of miscellaneous merchandise;
- refrigerated storage;
- wrapping, packaging, boxing, labeling and label changing services

This unit also refers to:

- document archiving services;
- mobile confidential document shredding services;
- inventory services.

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 another unit:

- the loading and unloading of trucks;
- the handling of wood in a wood yard.

This unit also refers to the following activity when not done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:

- logistics services, notably break of load, control and management of stocks.

| Unit Number | Unit Title   |  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|--|--|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |  |  |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | This unit does not refer to :  |  |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>- rental of storage spaces without handling.</li> </ul>   |  |              |              |                              |        |                               |        |
| 55090       | Messenger or delivery services   |  | 4.19         | 3.90         | 0.4240                       | 0.3843 | 0.3950                        | 1.0622 |
|             | This unit refers to :  |  |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>- messenger services or services related to the delivery of letters, documents, small parcels or objects weighing less than 40 kilograms.</li> </ul>  |  |              |              |                              |        |                               |        |
|             | 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"> <li>- transport by air of letters, documents or small parcels;</li> <li>- transport of letters, documents or small parcels between warehouses, sorting or distribution centres;</li> <li>- mechanical maintenance;</li> <li>- storage services.</li> </ul>  |  |              |              |                              |        |                               |        |
| 57010       | 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 |  | 1.51         | 1.28         | 0.0887                       | 0.0993 | 0.0806                        | 0.3174 |

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|--|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |  |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | This unit refers to:   |              |              |                              |      |                               |      |
|             | <ul style="list-style-type: none"> <li>- the operation of a television network or station;</li> <li>- the production of films, publicity films, video clips or television programs;</li> <li>- the production of music, singing, theatre or dance shows or shows of a similar nature;</li> <li>- the operation of a cinema hall or drive-in;</li> <li>- the operation of a performance hall;</li> <li>- the organization of periodic events of a cultural, sports or commercial nature, such as festivals, marathons, book fairs, or commercial fairs;</li> <li>- operation of a museum;</li> <li>- operation of a historic site.</li> </ul> |              |              |                              |      |                               |      |
|             | This unit also refers to:  |              |              |                              |      |                               |      |
|             | <ul style="list-style-type: none"> <li>- the audiovisual recording of events such as conferences, marriages, shows or speeches;</li> <li>- the operation of a mobile disco;</li> <li>- the operation of an exhibition centre.</li> </ul>   |              |              |                              |      |                               |      |
|             | 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"> <li>- the trade in souvenir articles;</li> <li>- restaurant services;</li> <li>- tourist information service.</li> </ul>  |              |              |                              |      |                               |      |

| Unit Number | Unit Title  |                              | General Rate  | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|---|------------------------------|---|--------------|------------------------------|--------|-------------------------------|--------|
|             |   |                              |   |              | 2016                         | 2017   | 2018                          | 2015   |
| 57020       | Recreation centre; bowling alley; billiard parlor; physical fitness centre; racket sports centre; stationary amusement park; aquatic park | This unit does not refer to: | 1.65  | 1.42         | 0.1090                       | 0.1252 | 0.0964                        | 0.3760 |
|             |   | This unit refers to:         |   |              |                              |        |                               | 0.3760 |
|             |   |                              | <ul style="list-style-type: none"> <li>- the operation of an arena that also serves as a performance hall.</li> <li>- the operation of a recreation centre;</li> <li>- the operation of a bowling alley;</li> <li>- the operation of a billiard parlor;</li> <li>- the operation of a physical fitness centre;</li> <li>- the operation of a racket sports centre such as tennis, squash, racquetball;</li> <li>- the operation of a stationary amusement park;</li> <li>- the operation of an aquatic park.</li> </ul>                       |              |                              |        |                               |        |
|             |   | This unit also refers to:    |   |              |                              |        |                               |        |
|             |   |                              | <ul style="list-style-type: none"> <li>- the operation of a racetrack for horses or vehicles;</li> <li>- the operation of a miniature putting course;</li> <li>- the operation of a curling centre;</li> <li>- the operation of a golf practice course;</li> <li>- the operation of a shooting or archery club;</li> <li>- the operation of an amusement centre such as an arcade or a combat game site;</li> <li>- the operation of a marina;</li> <li>- the operation of a boating club;</li> <li>- the operation of a day camp;</li> </ul> |              |                              |        |                               |        |









| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |        |
|-------------|---|--------------|--------------|------------------------------|------|-------------------------------|--------|
|             |   |              |              | 2016                         | 2017 | 2018                          | 2015   |
|             | <ul style="list-style-type: none"> <li>- service to clean surfaces contaminated by hazardous materials;</li> <li>- 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;</li> <li>- 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);</li> <li>- soil decontamination service;</li> <li>- rental service with maintenance of portable chemical toilets.</li> </ul> |              |              |                              |      |                               |        |
|             | <p>Hazardous material refers to any material which, by reason of its properties, poses a threat to health or the environment and which is explosive, gaseous, inflammable, toxic, radioactive, corrosive, combustive or leachable.</p> <p>This unit also refers to:</p> <ul style="list-style-type: none"> <li>- the operation of a snow dump.</li> </ul>   |              |              | 7.79                         | 7.44 | 0.6181                        | 0.4835 |
| 58020       | Garbage collection services; recyclable materials and objects collection services; chimney sweeping service   |              |              |                              |      | 0.4373                        | 1.8734 |
|             | <p>This unit refers to:</p> <ul style="list-style-type: none"> <li>- a garbage collection service;</li> <li>- collection service for recyclable materials such as paper, plastic, glass, cardboard, clothing, textiles or metal;</li> <li>- collection service for compost material such as grass or dead leaves;</li> </ul>  |              |              |                              |      | 1.8734                        | 1.8734 |

| Unit Number | Unit Title  |  | First-level experience ratio |              | Second-level experience ratio |        |        |        |
|-------------|---|--|------------------------------|--------------|-------------------------------|--------|--------|--------|
|             |   |  | General Rate                 | Special Rate | 2016                          | 2017   | 2018   | 2015   |
| 58030       | collection service for old tires;<br>collection service for fats or meats that are unfit for human consumption such as animal carcasses, bones, marrow or fat;<br>chimney sweeping service. | This unit also refers to:<br><br>the hiring of services of personnel carried out within the context of activities referred to under this unit.             | 2.88                         | 2.62         | 0.2335                        | 0.2108 | 0.2121 | 0.8187 |
| 58040       | the rental of containers used to collect recyclable material and objects or garbage.  | This unit refers to:<br><br>the activities carried out by provincial detention services.   | 0.55                         | 0.33         | 0.0248                        | 0.0253 | 0.0206 | 0.0772 |
|             | Services of the Provincial Administration not otherwise specified in the other units  | This unit refers to:<br><br>the activities carried out by services of the Provincial Administration such as departments, agencies or the Sûreté du Québec. |                              |              |                               |        |        | 0.0772 |

| Unit Number | Unit Title                         | General Rate | Special Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|-------------|------------------------------------|--------------|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|             |                                    |              |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |
| 58050       | Job creation assistance programs   | 0.88         | 0.66         | 0.0368                       | 0.0431 | 0.0625 | 0.1524                        | 0.1524 | 0.1524 |
| 58060       | Ministère des Transports du Québec | 1.30         | 1.07         | 0.0776                       | 0.0985 | 0.1045 | 0.2612                        | 0.2612 | 0.2612 |

This unit also refers to:

- 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.

This unit does not refer to:

- the activities referred to by another unit when they are carried out by services of the provincial administration.

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.

This unit refers to:

- the activities carried out by the ministère des Transports du Québec.

| Unit Number | Unit Title   |  | First-level experience ratio |              |        |        |        |        | Second-level experience ratio |        |  |
|-------------|--|--|------------------------------|--------------|--------|--------|--------|--------|-------------------------------|--------|--|
|             |  |  | General Rate                 | Special Rate | 2016   | 2017   | 2018   | 2015   | 2016                          | 2017   |  |
| 58070       | Services of a municipal administration or an Indian band |  | 2.06                         | 1.81         | 0.1693 | 0.1883 | 0.1617 | 0.5077 | 0.5077                        | 0.5077 |  |

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 department, the operation of a fire department or the operation of a waste water treatment plant;
- the operation of a water filtration or sewage treatment plant.

This unit does not refer to:

- the construction work done as part of the construction of a building;
- other construction work when it is not done on the immovable property of an employer referred to under this unit;
- the activities referred to in units 11110, 14010 or 14020;
- 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.

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|---|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |   |              |              | 2016                         | 2017   | 2018                          | 2015   |
| 58080       | Reintegration support fund  | 3.30         | 3.03         | 0.2336                       | 0.2766 | 0.2084                        | 0.8136 |
|             | This unit refers to:  |              |              |                              |        |                               | 0.8136 |
|             | <ul style="list-style-type: none"> <li>- the activities carried out by a reintegration support fund created under section 74 of the Act respecting the Québec correctional system (chapter S-40.1).</li> </ul>  |              |              |                              |        |                               |        |
| 58090       | Production of electricity; energy transmission or distribution network  | 0.64         | 0.42         | 0.0407                       | 0.0392 | 0.0369                        | 0.0930 |
|             | This unit refers to:  |              |              |                              |        |                               | 0.0930 |
|             | <ul style="list-style-type: none"> <li>- production of electricity;</li> <li>- the operation of an energy transmission or distribution network such as electricity or natural gas.</li> </ul>   |              |              |                              |        |                               |        |
|             | This unit also refers to:   |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>- steam production and distribution;</li> <li>- the operation of an aqueduct network.</li> </ul>   |              |              |                              |        |                               |        |
|             | 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:  |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>- the connecting of customers to the energy distribution network;</li> <li>- the maintenance and repair of the energy transmission or distribution network;</li> <li>- the trade in or rental of heating equipment.</li> </ul> |              |              |                              |        |                               |        |

| Unit Number | Unit Title  |  | First-level experience ratio |              |        |        |        |        | Second-level experience ratio |        |  |
|-------------|---|--|------------------------------|--------------|--------|--------|--------|--------|-------------------------------|--------|--|
|             |   |  | General Rate                 | Special Rate | 2016   | 2017   | 2018   | 2015   | 2016                          | 2017   |  |
| 59010       | Barbershop/hairdresser; beauty salon; epilation clinic; operation of a funeral parlor; operation of a crematorium; operation of a columbarium |  | 1.63                         | 1.39         | 0.0867 | 0.0816 | 0.0608 | 0.4422 | 0.4422                        | 0.4422 |  |

This unit does not refer to:

- the operation of a water filtration plant;
- the operation of a barbershop or hairdresser;
- the operation of a beauty salon;
- the operation of an epilation clinic;
- the operation of a funeral parlor;
- the operation of a crematorium;
- the operation of a columbarium.

This unit refers to:

- thanatology services;
- the operation of a relaxation centre offering one or more services such as massotherapy, thalassotherapy, spa or sauna and not offering accommodations;
- the operation of a tanning salon;
- tattooing service.

This unit also refers to:

- the trade in grave monuments, urns and coffins.

This unit also refers to the following activity when done by the workers of an employer as part of the operation of a funeral parlor:

- the trade in grave monuments, urns and coffins.

| <b>Unit Number</b> | <b>Unit Title</b>  |  | First-level experience ratio |                     |             |             | Second-level experience ratio |             |             |             |
|--------------------|--|--|------------------------------|---------------------|-------------|-------------|-------------------------------|-------------|-------------|-------------|
|                    |  |  | <b>General Rate</b>          | <b>Special Rate</b> | <b>2016</b> | <b>2017</b> | <b>2018</b>                   | <b>2015</b> | <b>2016</b> | <b>2017</b> |
| 59020              | General and specialized hospital centre; psychiatric hospital centre; local community service centre; rehabilitation centre for persons with a physical impairment |  | 1.41                         | 1.18                | 0.1430      | 0.1473      | 0.1384                        | 0.4008      | 0.4008      | 0.4008      |

This unit refers to:

- the operation of a general and specialized care hospital centre;
- the operation of a psychiatric hospital centre;
- the operation of a local community service centre;
- the operation of a rehabilitation centre for persons with a physical impairment.

This unit also refers to:

- nursing care services;
- the hiring out of the services of nursing staff;
- the services of prehospital intervention first responders;
- the operation of a birth centre;
- the operation of a medical clinic where the employer can lodge his clientele.

This unit also refers to telephone advisory services of a medical nature when provided 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:

- the operation of a palliative care centre.

An employer who both carries out an activity referred to under this unit

| Unit Number | Unit Title  |      | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|---|------|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |   |      |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | and operates a clinic or practices medicine, activities referred to under unit 59070, is classified under this unit for these activities.   |      |              |              |                              |        |                               |        |
|             | An employer who operates, in the same facility, both a general and specialized care hospital centre and beds under a licence of a residential and long-term care centre is classified under this unit for these activities. |      |              |              |                              |        |                               |        |
|             | An employer who operates both a psychiatric hospital centre and beds under a licence of a residential and long-term care centre is classified under this unit for these activities.   |      |              |              |                              |        |                               |        |
| 59030       | Residential and long-term care centre   | 2.90 | 2.64         | 0.3488       | 0.3614                       | 0.3396 | 0.9817                        | 0.9817 |
|             | 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  | 5.86 | 5.54         | 0.5005       | 0.5256                       | 0.4568 | 1.8505                        | 1.8505 |
|             | This unit refers to:  |      |              |              |                              |        |                               |        |
|             | · the operation of a retirement home offering personal assistance such as:  |      |              |              |                              |        |                               |        |

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |      |      | Second-level experience ratio |      |      |
|-------------|--|--------------|--------------|------------------------------|------|------|-------------------------------|------|------|
|             |  |              |              | 2016                         | 2017 | 2018 | 2015                          | 2016 | 2017 |
|             | <ul style="list-style-type: none"> <li>- assistance with food;</li> <li>- assistance in getting around;</li> <li>- assistance with getting dressed;</li> <li>- assistance with hygiene;</li> <li>- personal assistance services;</li> <li>- the hiring out of the services of attendants staff.</li> </ul> |              |              |                              |      |      |                               |      |      |

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 physical disabilities, regardless of their mental condition;
- the operation of a home for persons with physical disabilities.

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:

- accompanying the person during travel;
- going shopping in grocery and other stores;
- the preparation of meals;
- friendship visits.

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:

- the accommodation of persons benefiting from palliative care;
- the accommodation of persons who are convalescing;

| Unit Number | Unit Title  |      | General Rate | Special Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|-------------|---|------|--------------|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|             |   |      |              |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |
|             | <ul style="list-style-type: none"> <li>· the accommodation of persons with mental health problems;</li> <li>· the accommodation of persons with an intellectual impairment or a pervasive development disorder;</li> <li>· the accommodation of seniors without a personal assistance service;</li> <li>· the operation of beds under a residential and extended care centre permit.</li> </ul> |      |              |              |                              |        |        |                               |        |        |
| 59050       | Home for persons in difficulty; rehabilitation centre for young persons with adjusting problems; rehabilitation centre for mothers with adjusting problems  | 2.26 | 2.01         | 0.1534       | 0.1618                       | 0.1186 | 0.6187 | 0.6187                        | 0.6187 | 0.6187 |

This unit refers to:

- the operation of a home for persons in difficulty such as:
  - young people who have trouble adapting;
  - compulsive gamblers;
  - mothers who have trouble adapting;
  - persons with mental health problems;
  - persons with an alcohol or drug addiction;
  - the homeless;
  - victims of violence.
- the operation of a rehabilitation centre for young persons with adjusting problems;
- the operation of a rehabilitation centre for mothers with adjusting problems.

This unit also refers to:

- 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 |        |
|-------------|--|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |  |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | mental health problems or for persons with an intellectual impairment or a pervasive developmental disorder;<br>· the operation of an intermediate resource for young people in difficulty;<br>· the operation of an intermediate resource for persons with an alcohol or drug addiction;<br>· the operation of a half-way house for former inmates. |              |              |                              |        |                               | 2017   |
|             | An employer who, in the same building, both provides accommodations for persons in difficulty and carries out an activity referred to under unit 59110 is classified under this unit for these activities.   |              |              |                              |        |                               |        |
| 59060       | Ambulance service  | 5.09         | 4.79         | 0.3538                       | 0.4237 | 0.3136                        | 1.1269 |
|             | 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   | 0.81         | 0.59         | 0.0391                       | 0.0396 | 0.0374                        | 0.1543 |
|             | This unit refers to:   |              |              |                              |        |                               |        |
|             | · the practice of medicine by professionals such as:<br>· dermatologists;<br>· gynecologists;<br>· general practitioners;  |              |              |                              |        |                               |        |

| Unit Number | Unit Title |   | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|------------|---|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |            |   |              |              | 2016                         | 2017 | 2018                          | 2017 |
|             |            | ophthalmologists;<br>prosthetist-orthotists;<br>pediatricians;<br>psychiatrists;<br>consultation services in the health or social services field by professionals such as:<br>homeopaths;<br>nutritionists;<br>psychologists;<br>social workers;<br>physical treatment services offered by professionals such as:<br>acupuncturists;<br>chiropractors;<br>osteopaths;<br>physiotherapists;<br>optometry services;<br>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



| Unit Number | Unit Title   |  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|--|--|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |  |  |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | 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"> <li>- pet grooming services;</li> <li>- animal boarding services;</li> <li>- the trade in animal food.</li> </ul>   |  |              |              |                              |        |                               |        |
|             | This unit does not refer to:   |  |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>- the breeding of animals.</li> </ul>   |  |              |              |                              |        |                               |        |
| 59090       | Childcare centre; day care centre; nursery school  |  | 3.42         | 3.15         | 0.2599                       | 0.2989 | 0.2632                        | 0.9931 |
|             | This unit refers to:   |  |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>- the operation of a childcare centre;</li> <li>- the operation of a day care centre;</li> <li>- the operation of a nursery school.</li> </ul>  |  |              |              |                              |        |                               |        |
|             | This unit also refers to:  |  |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>- the operation of a stop-over centre;</li> <li>- the operation of a family day care service;</li> <li>- the supervision of family day care services;</li> <li>- kindergarten teaching services.</li> </ul> |  |              |              |                              |        |                               |        |
|             | This unit does not refer to:   |  |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>- school transportation.</li> </ul>   |  |              |              |                              |        |                               |        |

| Unit Number | Unit Title  | First-level experience ratio |              |        |        | Second-level experience ratio |        |        |
|-------------|---|------------------------------|--------------|--------|--------|-------------------------------|--------|--------|
|             |   | General Rate                 | Special Rate | 2016   | 2017   | 2018                          | 2015   | 2016   |
| 59100       | Social economy enterprise providing domestic assistance | 5.09                         | 4.79         | 0.6478 | 0.6715 | 0.7476                        | 1.8089 | 1.8089 |

| Unit Number | Unit Title  |  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|---|--|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |   |  |              |              | 2016                         | 2017 | 2018                          | 2015 |
| .           | adoption;   |  |              |              |                              |      |                               |      |
| .           | death;  |  |              |              |                              |      |                               |      |
| .           | financial difficulties;   |  |              |              |                              |      |                               |      |
| .           | divorce;  |  |              |              |                              |      |                               |      |
| .           | pregnancy or nursing;   |  |              |              |                              |      |                               |      |
| .           | illness;  |  |              |              |                              |      |                               |      |
| .           | the operation of a youth centre;  |  |              |              |                              |      |                               |      |
| .           | the operation of a community kitchen;   |  |              |              |                              |      |                               |      |
| .           | organizations offering support services in everyday life such as:   |  |              |              |                              |      |                               |      |
| .           | company when traveling;   |  |              |              |                              |      |                               |      |
| .           | going shopping in grocery and other stores;   |  |              |              |                              |      |                               |      |
| .           | friendship visits;  |  |              |              |                              |      |                               |      |
| .           | organizations that recruit, train or recommend volunteers;  |  |              |              |                              |      |                               |      |
| .           | mentorship organizations that support youth;  |  |              |              |                              |      |                               |      |
| .           | the services of streetworkers;  |  |              |              |                              |      |                               |      |
| .           | the management of a foundation;   |  |              |              |                              |      |                               |      |
| .           | the search for missing persons except when done in high places,   |  |              |              |                              |      |                               |      |
| .           | in hard-to-reach locations or by way of underwater diving;  |  |              |              |                              |      |                               |      |
| .           | international assistance or humanitarian organizations.   |  |              |              |                              |      |                               |      |
|             | 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: |  |              |              |                              |      |                               |      |
| .           | literacy promotion services;  |  |              |              |                              |      |                               |      |
| .           | language instruction services;  |  |              |              |                              |      |                               |      |
| .           | homework assistance services;   |  |              |              |                              |      |                               |      |
| .           | the operation of a meals-on-wheels service;   |  |              |              |                              |      |                               |      |
| .           | the operation of a soup kitchen;  |  |              |              |                              |      |                               |      |
| .           | the operation of a food bank;   |  |              |              |                              |      |                               |      |

This unit does not refer to:

- moving services;
  - the activities referred to under unit 77020;
  - restaurant activities;
  - the activities referred to under units 80030 to 80250;
  - the activities referred to under units 14010 to 14030;
  - para-transit.

An employer who manages a foundation and who also carries out an activity contemplated by another unit cannot be classified under this unit unless at least one of his workers only performs tasks related to the activities referred to under this unit.

An employer who performs both an activity referred to under this unit and a professional consultation service in the social services field is classified under this unit for these activities

| Unit Number  | Unit Title                        | General Rate | Special Rate | First-level experience ratio |        |        |        | Second-level experience ratio |        |        |        |
|--|-----------------------------------|--------------|--------------|------------------------------|--------|--------|--------|-------------------------------|--------|--------|--------|
|  |                                   |              |              | 2016                         | 2017   | 2018   | 2015   | 2016                          | 2017   | 2018   | 2015   |
| 59120  | Adapted enterprise; rehiring firm | 4.46         | 4.17         | 0.4426                       | 0.5403 | 0.4393 | 1.2958 | 1.2958                        | 1.2958 | 1.2958 | 1.2958 |
| This unit refers to:   |                                   |              |              |                              |        |        |        |                               |        |        |        |
| <ul style="list-style-type: none"> <li>- the operation of an “adapted enterprise”;</li> <li>- the operation of a rehiring firm employing workers who have difficulty entering the work market under a fixed term contract.</li> </ul>  |                                   |              |              |                              |        |        |        |                               |        |        |        |
| This unit also refers to:  |                                   |              |              |                              |        |        |        |                               |        |        |        |
| <ul style="list-style-type: none"> <li>- the activities carried out by persons who work under an agreement reached in accordance with section 16 of the Act between the Société de l'assurance automobile du Québec and the Commission;</li> <li>- the activities carried out by the persons referred to in subsections 1) and 2) of section 11 of the Act;</li> <li>- the operation of a “centre for on-the-job training and recycling”;</li> <li>- the operation of an occupational workshop.</li> </ul> |                                   |              |              |                              |        |        |        |                               |        |        |        |
| 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"> <li>- help in finding a job;</li> <li>- job readiness training.</li> </ul>  |                                   |              |              |                              |        |        |        |                               |        |        |        |
| Accommodations offered by a rehabilitation centre for persons suffering from alcoholism or other problems of addiction; accommodations offered by a rehabilitation centre for mentally   |                                   |              |              |                              |        |        |        |                               |        |        |        |
| 59130  |                                   | 5.47         | 5.16         | 0.7946                       | 0.9235 | 0.8733 | 2.0636 | 2.0636                        | 2.0636 | 2.0636 | 2.0636 |

| <b>Unit Number</b> | <b>Unit Title</b>   |  | <b>General Rate</b> | <b>Special Rate</b> | <b>First-level experience ratio</b> |             | <b>Second-level experience ratio</b> |             |
|--------------------|---|--|---------------------|---------------------|-------------------------------------|-------------|--------------------------------------|-------------|
|                    |   |  |                     |                     | <b>2016</b>                         | <b>2017</b> | <b>2018</b>                          | <b>2015</b> |
|                    | impaired persons or persons with a persuasive development disorder  |  |                     |                     |                                     |             |                                      |             |
| 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 |  | 1.43                | 1.19                | 0.1247                              | 0.1227      | 0.0891                               | 0.3866      |

This unit refers to:

- the accommodation offered by a rehabilitation centre for persons suffering from alcoholism or other problems of addiction;
- the accommodation offered by a rehabilitation centre for mentally impaired persons or persons with a persuasive development disorder.

This unit refers to:

- 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.





| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|---|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |   |              |              | 2016                         | 2017   | 2018                          | 2015   |
| 60110       | College- or university-level teaching, library, laboratory or research centre | 0.59         | 0.37         | 0.0255                       | 0.0258 | 0.0244                        | 0.0790 |

This unit refers to:

- college- or university-level teaching services;
- the operation of a library;
- the operation of a laboratory or research centre in such fields as:
  - pure sciences;
  - applied sciences;
  - human sciences.

This unit also refers to:

- the operation of a music or theatre conservatory;
- the operation of a regional public library service centre;
- the operation of a documentation or archive centre;
- the operation of a film library or a media centre;
- university teaching services in theology;
- evening courses offered by a college- or university-level teaching institution.

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 operation of a dormitory for students which may or may not be used as a residential hotel during periods outside the school year.

| <b>Unit Number</b> | <b>Unit Title</b>         |  | First-level experience ratio |                     |             |             | Second-level experience ratio |             |             |             |
|--------------------|---------------------------|--|------------------------------|---------------------|-------------|-------------|-------------------------------|-------------|-------------|-------------|
|                    |                           |  | <b>General Rate</b>          | <b>Special Rate</b> | <b>2016</b> | <b>2017</b> | <b>2018</b>                   | <b>2015</b> | <b>2016</b> | <b>2017</b> |
| 61100              | Church services; cemetery |  | 1.35                         | 1.12                | 0.0877      | 0.0733      | 0.0971                        | 0.2756      | 0.2756      | 0.2756      |

This unit refers to:

- church services;
- the operation of a cemetery.

This unit also refers to:

- the operation of a place of worship;
- the administration of a diocese;
- pastoral services;
- religious training.

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 religious articles;
- the trade in funeral urns or monuments;
- the operation of a crematorium or a columbarium.

This unit does not refer to:

- the activities referred to under units 80030 to 80250.

| Unit Number   | Unit Title  | First-level experience ratio |              |        |        |        |        | Second-level experience ratio |        |
|---|---|------------------------------|--------------|--------|--------|--------|--------|-------------------------------|--------|
|   |   | General Rate                 | Special Rate | 2016   | 2017   | 2018   | 2015   | 2016                          | 2017   |
| 61110   | Lodging facility for the members of religious communities or for secular priests            | 2.92                         | 2.66         | 0.2320 | 0.2841 | 0.2634 | 0.8650 | 0.8650                        | 0.8650 |
| This unit refers to:  |   |                              |              |        |        |        |        |                               |        |
| <ul style="list-style-type: none"> <li>- the operation of lodging facilities for the members of religious communities or for secular priests.</li> </ul>  |   |                              |              |        |        |        |        |                               |        |
| This unit also refers to the lodging of laypersons done within the context of the carrying out by this employer of one of the following activities:   |   |                              |              |        |        |        |        |                               |        |
| <ul style="list-style-type: none"> <li>- the operation of lodging facilities for the members of religious communities or for secular priests;</li> <li>- pastoral services;</li> <li>- religious training.</li> </ul> |   |                              |              |        |        |        |        |                               |        |
| 65100   | Bank, savings and credit union; insurance company; public insurance or pension organization | 0.48                         | 0.26         | 0.0121 | 0.0119 | 0.0110 | 0.0477 | 0.0477                        | 0.0477 |

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|---|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |   |              |              | 2016                         | 2017   | 2018                          | 2015   |
| 65110       | Brokerage firm; professional services firm; firm offering administrative support services                             | 0.44         | 0.23         | 0.0076                       | 0.0087 | 0.0076                        | 0.0329 |
|             | This unit refers to:  |              |              |                              |        |                               | 0.0329 |
|             | 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. |              |              |                              |        |                               |        |

the operation of a brokerage firm in such fields as:

- . real estate;
- . insurance;
- . mortgages;
- . securities;
- . transportation;
- . customs;
- . merchandise;

the operation of a professional services firm offering administrative, financial, legal or computer services such as:

- . a firm of lawyers or a notary's office;
- . a firm of accountants;
- . a firm of financial service advisors;
- . a firm of computer consultants;
- . a firm of human resource consultants;
- . a firm of business management consultants;

the operation of a firm offering administrative support services such as:

- . secretarial services;
- . word-processing;
- . accounting or bookkeeping;

| Unit Number | Unit Title |  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|------------|--|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |            |  |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             |            |  |              |              |                              |      |                               | 2017 |

This unit also refers to:

- the operation of a marine agency;
- the operation of a travel agency;
- the operation of an office of a trustee in bankruptcy;
- the operation of a bailiff's office;
- the operation of an office of a selling agent;
- the operation of a franchising office;
- the operation of an investment management business such as for:
  - mutual funds;
  - retirement funds;
  - the operation of a foreign exchange office;
  - the operation of a credit office or credit investigation service;
  - 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.

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.

This unit does not refer to:

- the transport or storage of merchandise.

| <b>Unit Number</b> | <b>Unit Title</b>  |  | <b>General Rate</b> | <b>Special Rate</b> | <b>First-level experience ratio</b> |             | <b>Second-level experience ratio</b> |             | <b>2017</b> |        |
|--------------------|--|--|---------------------|---------------------|-------------------------------------|-------------|--------------------------------------|-------------|-------------|--------|
|                    |  |  |                     |                     | <b>2016</b>                         | <b>2017</b> | <b>2018</b>                          | <b>2015</b> | <b>2016</b> |        |
| 65120              | Traditional or wireless telecommunications network; radio station; advertising agency; survey firm; marketing agency; public relations agency; document publishing business; call centre |  | 0.51                | 0.30                | 0.0124                              | 0.0143      | 0.0118                               | 0.0611      | 0.0611      | 0.0611 |

This unit refers to:

- 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.

This unit also refers to:

- 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

| Unit Number | Unit Title  | First-level experience ratio |              |        | Second-level experience ratio |        |        |
|-------------|---|------------------------------|--------------|--------|-------------------------------|--------|--------|
|             |   | General Rate                 | Special Rate | 2016   | 2017                          | 2018   | 2015   |
| 65130       | Professional engineering services firm; scientific advisory services firm                                   | 0.63                         | 0.42         | 0.0272 | 0.0251                        | 0.0275 | 0.0851 |
|             | This unit refers to:  |                              |              |        |                               |        | 0.0851 |
|             | the operation of a professional engineering services firm;  |                              |              |        |                               |        |        |
|             | the operation of a scientific advisory services firm in such fields as:                                     |                              |              |        |                               |        |        |
|             | geology;  |                              |              |        |                               |        |        |
|             | geophysics;   |                              |              |        |                               |        |        |
|             | agronomy.   |                              |              |        |                               |        |        |
|             | This unit also refers to:   |                              |              |        |                               |        |        |
|             | the operation of a land surveying or geophysical survey firm;   |                              |              |        |                               |        |        |
|             | the operation of an engineering test or research and development laboratory for the manufacturing industry; |                              |              |        |                               |        |        |
|             | a building material laboratory analysis service;  |                              |              |        |                               |        |        |

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|---|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |   |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | the operation of a professional services firm in architecture or urban planning;  |              |              |                              |      |                               |      |
|             | an interior decoration design service;  |              |              |                              |      |                               |      |
|             | the operation of an engineering drawing firm;   |              |              |                              |      |                               |      |
|             | the operation of a claims expertise firm;   |              |              |                              |      |                               |      |
|             | the operation of a building inspection firm;  |              |              |                              |      |                               |      |
|             | the operation of a building or personal property evaluation firm;   |              |              |                              |      |                               |      |
|             | the service of an auctioneer offered on the premises of the client;   |              |              |                              |      |                               |      |
|             | service to protect forests against fires, insects or diseases;  |              |              |                              |      |                               |      |
|             | engineering consultant services carried out by the workers of an employer recognized by the Minister of Natural Resources and Wildlife pursuant to section 132 of the Sustainable Forest Development Act (chapter A-18.1), even if these services are rendered within the context of the activities referred to under unit 14010, 14020 or 68040. |              |              |                              |      |                               |      |
|             |   |              |              |                              |      |                               |      |
|             | 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.  |              |              |                              |      |                               |      |





| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|-------------|--|--------------|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|             |  |              |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |
| 67100       | Associations of businesses, of institutions or of organizations; union organizations; hiring out of the services of office workers | 0.71         | 0.49         | 0.0236                       | 0.0247 | 0.0202 | 0.1045                        | 0.1045 | 0.1045 |

This unit refers to:

- associations of businesses, of institutions or of organizations such as :
  - 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.

This unit also refers to:

- 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; political parties or associations; consultates;
- accredited evaluation organizations in the field of quality records;
- professional associations or bodies;
- parity committees;
- negotiating committees;
- consultation tables;

| Unit Number | Unit Title | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|------------|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |            |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             |            |              |              |                              |      |                               | 2017 |
|             |            |              |              |                              |      |                               | 2016 |
|             |            |              |              |                              |      |                               | 2015 |
|             |            |              |              |                              |      |                               | 2014 |
|             |            |              |              |                              |      |                               | 2013 |
|             |            |              |              |                              |      |                               | 2012 |
|             |            |              |              |                              |      |                               | 2011 |
|             |            |              |              |                              |      |                               | 2010 |
|             |            |              |              |                              |      |                               | 2009 |
|             |            |              |              |                              |      |                               | 2008 |
|             |            |              |              |                              |      |                               | 2007 |
|             |            |              |              |                              |      |                               | 2006 |
|             |            |              |              |                              |      |                               | 2005 |
|             |            |              |              |                              |      |                               | 2004 |
|             |            |              |              |                              |      |                               | 2003 |
|             |            |              |              |                              |      |                               | 2002 |
|             |            |              |              |                              |      |                               | 2001 |
|             |            |              |              |                              |      |                               | 2000 |
|             |            |              |              |                              |      |                               | 1999 |
|             |            |              |              |                              |      |                               | 1998 |
|             |            |              |              |                              |      |                               | 1997 |
|             |            |              |              |                              |      |                               | 1996 |
|             |            |              |              |                              |      |                               | 1995 |
|             |            |              |              |                              |      |                               | 1994 |
|             |            |              |              |                              |      |                               | 1993 |
|             |            |              |              |                              |      |                               | 1992 |
|             |            |              |              |                              |      |                               | 1991 |
|             |            |              |              |                              |      |                               | 1990 |
|             |            |              |              |                              |      |                               | 1989 |
|             |            |              |              |                              |      |                               | 1988 |
|             |            |              |              |                              |      |                               | 1987 |
|             |            |              |              |                              |      |                               | 1986 |
|             |            |              |              |                              |      |                               | 1985 |
|             |            |              |              |                              |      |                               | 1984 |
|             |            |              |              |                              |      |                               | 1983 |
|             |            |              |              |                              |      |                               | 1982 |
|             |            |              |              |                              |      |                               | 1981 |
|             |            |              |              |                              |      |                               | 1980 |
|             |            |              |              |                              |      |                               | 1979 |
|             |            |              |              |                              |      |                               | 1978 |
|             |            |              |              |                              |      |                               | 1977 |
|             |            |              |              |                              |      |                               | 1976 |
|             |            |              |              |                              |      |                               | 1975 |
|             |            |              |              |                              |      |                               | 1974 |
|             |            |              |              |                              |      |                               | 1973 |
|             |            |              |              |                              |      |                               | 1972 |
|             |            |              |              |                              |      |                               | 1971 |
|             |            |              |              |                              |      |                               | 1970 |
|             |            |              |              |                              |      |                               | 1969 |
|             |            |              |              |                              |      |                               | 1968 |
|             |            |              |              |                              |      |                               | 1967 |
|             |            |              |              |                              |      |                               | 1966 |
|             |            |              |              |                              |      |                               | 1965 |
|             |            |              |              |                              |      |                               | 1964 |
|             |            |              |              |                              |      |                               | 1963 |
|             |            |              |              |                              |      |                               | 1962 |
|             |            |              |              |                              |      |                               | 1961 |
|             |            |              |              |                              |      |                               | 1960 |
|             |            |              |              |                              |      |                               | 1959 |
|             |            |              |              |                              |      |                               | 1958 |
|             |            |              |              |                              |      |                               | 1957 |
|             |            |              |              |                              |      |                               | 1956 |
|             |            |              |              |                              |      |                               | 1955 |
|             |            |              |              |                              |      |                               | 1954 |
|             |            |              |              |                              |      |                               | 1953 |
|             |            |              |              |                              |      |                               | 1952 |
|             |            |              |              |                              |      |                               | 1951 |
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| Unit Number | Unit Title                      |  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|---------------------------------|--|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |                                 |  |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | 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

6.60      6.27      0.4480      0.5172      0.5061      1.6751      1.6751      1.6751

68010

Restaurant; fast food counter; drinking establishment

1.89      1.65      0.1371      0.1514      0.1258      0.4916      0.4916      0.4916

This unit refers to:

- . 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.

| Unit Number | Unit Title                |  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|---------------------------|--|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |                           |  |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | This unit also refers to: |  |              |              |                              |      |                               |      |
|             |                           | <ul style="list-style-type: none"> <li>. the operation of a discotheque;</li> <li>. the operation of a sugar shack;</li> <li>. the operation of a stationary dairy bar;</li> <li>. services associated with the rental of rooms with catering or alcoholic beverage services;</li> <li>. 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.</li> </ul> |              |              |                              |      |                               |      |
|             |                           | 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"> <li>. maple syrup production and the manufacture of maple products.</li> </ul>  |              |              |                              |      |                               |      |
|             |                           | 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.  |              |              |                              |      |                               |      |
|             |                           | 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.  |              |              |                              |      |                               |      |

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|-------------|---|--------------|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|             |   |              |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |
| 68020       | Cafeteria; catering services; mobile canteen; operation of vending machines | 3.05         | 2.79         | 0.1878                       | 0.2314 | 0.2371 | 0.8017                        | 0.8017 | 0.8017 |

This unit refers to:

- the operation of a cafeteria;
- catering services;
- the operation of a mobile canteen;
- the operation of vending machines.

This unit also refers to:

- 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.

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 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:

| <b>Unit Number</b> | <b>Unit Title</b>  | <b>General Rate</b> | <b>Special Rate</b> | <b>First-level experience ratio</b> |             | <b>Second-level experience ratio</b> |             |
|--------------------|--|---------------------|---------------------|-------------------------------------|-------------|--------------------------------------|-------------|
|                    |  |                     |                     | <b>2016</b>                         | <b>2017</b> | <b>2018</b>                          | <b>2015</b> |
|                    | <ul style="list-style-type: none"> <li>- the operation of a thrift shop or used clothing counter;</li> <li>- the operation of a food bank;</li> <li>- the operation of a community kitchen.</li> </ul>   |                     |                     |                                     |             |                                      |             |
| 68030              | <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>- the installation of big tops.</li> </ul> <p>An employer who offers, in the same building, both catering services and room rental services is classified under this unit for these activities.</p> <p>Hotel establishment; youth hostel; residential hotel; relaxation centre offering accommodations; bed and breakfast</p> | 2.51                | 2.26                | 0.1930                              | 0.2172      | 0.1986                               | 0.6776      |

This unit also refers to those services which, without being support

- the operation of a hotel establishment such as a:
  - hotel;
  - motel;
  - the operation of a youth hostel;
  - the operation of a residential hotel;
  - the operation of a relaxation centre offering accommodations;
  - the operation of a bed and breakfast.

This unit also refers to:

- the operation of a boarding house;
- the rental of cottages.

| Unit Number | Unit Title  |  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|---|--|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |   |  |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | services, are offered in an establishment referred to under this unit by the employer who operates this establishment.  |  |              |              |                              |        |                               |        |
|             | This unit does not refer to:  |  |              |              |                              |        |                               |        |
|             | 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   |  | 3.55         | 3.28         | 0.2555                       | 0.2302 | 0.2088                        | 0.9520 |
|             | This unit refers to:  |  |              |              |                              |        |                               |        |
|             | the operation of an outfitting establishment;   |  |              |              |                              |        |                               |        |
|             | the operation of a campground;  |  |              |              |                              |        |                               |        |
|             | the operation of a mobile home park;  |  |              |              |                              |        |                               |        |
|             | the operation of a camp with accommodations such as a vacation camp or nature camp;   |  |              |              |                              |        |                               |        |
|             | the management and upkeep of parks of the Provincial Administration.  |  |              |              |                              |        |                               |        |
|             | This unit also refers to:   |  |              |              |                              |        |                               |        |
|             | the operation of an outdoor centre;   |  |              |              |                              |        |                               |        |
|             | the operation of a nature discovery centre;   |  |              |              |                              |        |                               |        |

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |        |        |
|-------------|---|--------------|--------------|------------------------------|--------|-------------------------------|--------|--------|--------|
|             |   |              |              | 2016                         | 2017   | 2018                          | 2015   |        |        |
|             | <ul style="list-style-type: none"> <li>. the operation of a beach when the employer also offers accommodation services on the site;</li> <li>. the operation of a controlled harvesting zone (ZEC);</li> <li>. river or whitewater rafting services;</li> <li>. outdoor excursion services;</li> <li>. the services of outdoor guides;</li> <li>. timber scaling;</li> <li>. marking of trees in forest;</li> <li>. forest inventory.</li> </ul>  |              |              |                              |        |                               |        |        |        |
| 68050       | <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"> <li>. services such as restaurant services, accommodations, refueling, air transportation and guides;</li> <li>. the operation of a convenience store and the rental of equipment such as row boats, sailboats or pedal boats;</li> <li>. the rental of cabins;</li> <li>. the operation of a day camp;</li> <li>. the laying out of trails.</li> </ul> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>. the activities referred to under units 14010 to 14030, 80030 to 80200 and 80250.</li> </ul> <p>Operation of buildings; management of buildings; dormitories for students; parking lots; rental of storage spaces without handling activities</p> | 2.61         | 2.35         | 0.1218                       | 0.1240 | 0.1134                        | 0.5382 | 0.5382 | 0.5382 |

| Unit Number | Unit Title  |  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|---|--|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |   |  |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | This unit refers to:  |  |              |              |                              |      |                               |      |
|             | <ul style="list-style-type: none"> <li>. the operation of buildings;</li> </ul>   |  |              |              |                              |      |                               |      |
|             | The operation of buildings refers to the management of buildings when the employer also takes care of the upkeep.   |  |              |              |                              |      |                               |      |
|             | <ul style="list-style-type: none"> <li>. management of buildings;</li> </ul>  |  |              |              |                              |      |                               |      |
|             | The management of buildings refers to the carrying out of administrative tasks only, such as:   |  |              |              |                              |      |                               |      |
|             | <ul style="list-style-type: none"> <li>. the rental and marketing of dwelling units;</li> <li>. the negotiation and renewal of leases;</li> <li>. the recruitment of subcontractors;</li> <li>. the purchase of buildings for resale;</li> <li>. the operation of a dormitory for students;</li> <li>. the operation of parking lots;</li> <li>. the rental of storage spaces without handling activities.</li> </ul>                       |  |              |              |                              |      |                               |      |
|             | This unit also refers to:   |  |              |              |                              |      |                               |      |
|             | <ul style="list-style-type: none"> <li>. room rental services without catering or alcoholic beverage services;</li> <li>. the rental of premises within the context of which administrative support services are offered, such as: <ul style="list-style-type: none"> <li>. secretariat;</li> <li>. telephone operator;</li> <li>. accounting;</li> </ul> </li> <li>. the management of housing or housing construction programs</li> </ul> |  |              |              |                              |      |                               |      |

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|--|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |  |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | for seniors or persons with a low income done by a municipal housing board;  |              |              |                              |        |                               |        |
|             | the management or the operation of apartments for seniors or persons with a low income done by a municipal housing board;  |              |              |                              |        |                               |        |
|             | condominium corporations.  |              |              |                              |        |                               |        |
|             | 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:              |              |              |                              |        |                               |        |
|             | security services;   |              |              |                              |        |                               |        |
|             | car attendant services;  |              |              |                              |        |                               |        |
|             | the washing or cleaning of automobile vehicles by hand.  |              |              |                              |        |                               |        |
|             | This unit does not refer to:   |              |              |                              |        |                               |        |
|             | the activities referred to under units 14010 to 14030, 59040, 59070, 59080, 59150 and 80030 to 80250.  |              |              |                              |        |                               |        |
|             | An employer who carries out, in the same building, both the operation of a dormitory for students and the operation of a residential hotel is classified under this unit for these activities. |              |              |                              |        |                               |        |
| 69960       | Repairing, installing or maintaining production machinery; operating a mobile welding unit   | 4.82         | 4.52         | 0.2647                       | 0.2729 | 0.2382                        | 1.0168 |
|             | This unit refers to works relating to:   |              |              |                              |        |                               |        |
|             | millwright works such as production machinery installation, repair, maintenance, adjustment, assembly, dismantling and   |              |              |                              |        |                               |        |

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |      |      | Second-level experience ratio |      |      |
|-------------|---|--------------|--------------|------------------------------|------|------|-------------------------------|------|------|
|             |   |              |              | 2016                         | 2017 | 2018 | 2015                          | 2016 | 2017 |
| 77010       | handling;<br>the manufacture of templates for such machinery;<br>operating a mobile welding unit. |              |              |                              |      |      |                               |      |      |

This unit does not refer to works relating to:

- millwright works other than production machinery installation, repair, maintenance, adjustment, assembly, dismantling and handling;
- the manufacture of templates for such machinery.

**An employer classified under this unit may also be classified under exceptional units 80020 and 90010.**

|       |   |      |      |        |        |        |        |        |        |
|-------|---|------|------|--------|--------|--------|--------|--------|--------|
| 77010 | Laundry services; dry cleaning services; linen supply services with washing | 4.19 | 3.90 | 0.3255 | 0.2987 | 0.3079 | 1.2491 | 1.2491 | 1.2491 |
|-------|---|------|------|--------|--------|--------|--------|--------|--------|

This unit refers to:

- dry cleaning services;
- laundry services;
- linen supply services with washing for such articles as tablecloths, sheets, towels, aprons, hand towels or diapers.

This unit also refers to:

- work uniform supply services with washing.

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

| Unit Number                             | Unit Title  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|---|---|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|   |   |              |              | 2016                         | 2017   | 2018                          | 2015   |
| activities referred to under this unit: |   |              |              |                              |        |                               |        |
|   |   |              |              |                              |        |                               |        |
|   | - clothing dyeing or fading service;  |              |              |                              |        |                               |        |
|   | - clothing repair service;  |              |              |                              |        |                               |        |
|   | - clothing pick-up service;   |              |              |                              |        |                               |        |
|   | - self-service laundromat;  |              |              |                              |        |                               |        |
|   | - the trade in linens or work uniforms.   |              |              |                              |        |                               |        |
| 77020                                   | Building maintenance services   | 4.61         | 4.32         | 0.3277                       | 0.3438 | 0.2719                        | 1.2602 |
| This unit refers to:                    |   |              |              |                              |        |                               |        |
|   |   |              |              |                              |        |                               |        |
|   | - housekeeping service;   |              |              |                              |        |                               |        |
|   | - specialized cleaning service;   |              |              |                              |        |                               |        |
|   | - carpet, rug, upholstery cleaning service;   |              |              |                              |        |                               |        |
|   | - ventilation system cleaning service;  |              |              |                              |        |                               |        |
|   | - service to clean blinds using ultrasound;   |              |              |                              |        |                               |        |
|   | - lawn and green space maintenance service such as cutting, aerating, scraping down, fertilization, weed control, insect control, trimming hedges, planting flowers or winter protection; |              |              |                              |        |                               |        |
|   | - window washing service;   |              |              |                              |        |                               |        |
|   | - spray cleaning service using a portable power washer for household use.   |              |              |                              |        |                               |        |
| This unit also refers to:               |   |              |              |                              |        |                               |        |
|   |   |              |              |                              |        |                               |        |
|   | - mobile automobile vehicle wash service;   |              |              |                              |        |                               |        |
|   | - cleaning, opening or closing of pools or spas;  |              |              |                              |        |                               |        |
|   | - manual snow removal service;  |              |              |                              |        |                               |        |

| Unit Number  | Unit Title  |  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|--|---|--|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|  |   |  |              |              | 2016                         | 2017   | 2018                          | 2015   |
|  | extermination and fumigation services;  |  |              |              |                              |        |                               |        |
|  | building disinfection services;   |  |              |              |                              |        |                               |        |
|  | in-home services done by the persons referred to in the agreement entered into pursuant to section 16 of the Act between the Minister of Health and Social Services and the Commission. |  |              |              |                              |        |                               |        |
| Exceptional Work done both inside and outside offices unit 80020 | This unit refers to:  |  | 0.54         | 0.33         | 0.0167                       | 0.0122 | 0.0385                        | 0.0543 |
|  |   |  |              |              |                              |        |                               | 0.0543 |

employers who use workers who only perform tasks of an administrative, a commercial, a technical or a professional nature and who are called upon, as part of their duties, to do a portion of their work outside the offices of their employer. This unit refers in particular to workers holding the position of seller, real estate agent, sales agent, real estate broker, representative, project director, project manager, superintendent, project leader, director of security and engineer.

This unit does not refer to:

- those persons who directly supervise workers, such as a foreman;
- a commissioner, a delivery person or a labourer.

An employer classified under this unit cannot also be classified under unit 65150 or under unit 90020.

| Unit Number | Unit Title  | Number | General Rate | Special Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|-------------|---|--------|--------------|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|             |   |        |              |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |
| 80030       | Excavation work; paving work; assembly of fences; installation of guardrails; rental of cranes with operators | 5.56   | 5.25         | 0.2343       | 0.2535                       | 0.2217 | 1.1781 | 1.1781                        | 1.1781 | 1.1781 |

This unit refers to work related to:

- digging, moving, filling, compaction, leveling earth or granular materials, including work related to culverts;
- excavation and earthwork both for the construction of buildings and civil engineering works and for irrigation, drainage and dredging work;
- the excavation and installation of aqueducts and sewers;
- the excavation and installation of underground lines for gas and water purification plants;
- the excavation and installation of underground energy distribution or telecommunications network conduits, with or without the running of wire;
- the rental of construction equipment with operators;
- forest clearing carried out using construction equipment;
- the installation of septic tanks;
- the construction and repair of curbs and sidewalks;
- the asphalt surfacing of roads, streets, sidewalks, curbs, bikeways, private roads and parking lots;
- the concrete surfacing of roads, streets, sidewalks, curbs, bikeways, private roads and parking lots carried out using a spreader-grader;
- the scarification of paved surfaces;
- the pulverizing of paved surfaces;
- the waterproofing of paved surfaces, ditches along thoroughfares, sanitary landfills, snow dumps, composting areas and cells for contaminated soils;

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|--|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |  |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | the waterproofing of works made of earth, rock or backfilling such as dams, canals, levees, cofferdams, wastewater treatment basins, retention basins and aerated ponds; |              |              |                              |      |                               |      |
|             | the marking of lines on the pavement;  |              |              |                              |      |                               |      |
|             | the installation of fences;  |              |              |                              |      |                               |      |
|             | the installation of traffic safety barriers and guardrails.  |              |              |                              |      |                               |      |

This unit also refers to:

- demolition work on civil engineering structures or buildings including the operations required to carry out such work, such as sawing or breaking concrete and the erection of protective walls if such operations are carried out by the employer in charge of the demolition work;
- the rental, with operators, of cranes, crane-trucks, boom trucks, or any other conventional truck equipped with a telescopic or hydraulic arm, or equipped with a hoist winch that can be used as cranes or other equipment of the same type;
- the operation of a crane within the framework of work related to:

- demolition;
- dismantling when this dismantling is carried out as part of demolition work;
- ore prospecting done using crawler tractors.

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:

- cleaning using abrasive sprays, with or without water such as

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |      |      | Second-level experience ratio |      |      |
|-------------|--|--------------|--------------|------------------------------|------|------|-------------------------------|------|------|
|             |  |              |              | 2016                         | 2017 | 2018 | 2015                          | 2016 | 2017 |
|             | silica sand, synthetic olivine, glass microbeads, steel grit or plastic billets; cleaning or preparation using a water or steam spray in order to alter or cause to crumble the surface layer of the surfaces. |              |              |                              |      |      |                               |      |      |

This unit does not refer to:

- manual forest clearing as well as forest clearing carried out using specialized machinery such as a skidder, tree feller or delimiting machine;
- divers participating in works referred to in this unit; the rental drilling machines with operators;
- the dismantling of metal structures and machinery; preparatory work for the installation of fences done in a workshop elsewhere than on the work site or on the job;
- the operation of a quarry, a sandpit or a gravel pit; snow removal;
- cement and concrete work other than that related to small art works, sidewalks and curbs;
- work related to blasting, drilling for blasting, pile-driving, special foundations, digging of tunnels and underground drilling, caissons, excavation supports, tie rods, consolidation of foundations and injections in the ground and in rock;
- the manufacture of prepared concrete;
- the installation of road lighting networks and traffic lights, as well as the installation of lamp posts;
- construction work related to underground energy distribution lines with installation of machinery and equipment in addition to the excavation and installation of conduits;
- the operation of an asphalt plant;

| Unit Number   | Unit Title   | General Rate | Special Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |  |  |  |
|---|--|--------------|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|--|--|--|
|   |  |              |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |  |  |  |
| <b>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</b> |  |              |              |                              |        |        |                               |        |        |  |  |  |
| This unit refers to work related to:  |  |              |              |                              |        |        |                               |        |        |  |  |  |
| 80040   | Blasting; drilling; soil mechanics; pile-driving and special foundations | 7.45         | 7.10         | 0.3317                       | 0.3105 | 0.2560 | 1.4474                        | 1.4474 | 1.4474 |  |  |  |

landscaping work;  
the installation of interlocking blocks (slope blocks/pavers).

drilling, charging holes and igniting explosive products;  
blasting, including that done during demolition work on civil engineering structures or buildings;  
digging tunnels and underground drilling;  
drilling artesian wells with or without the installation of pumps;  
soil mechanics such as setting up excavation supports, installation of tie rods, consolidation of foundations and injections in the ground or in rock;  
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, wallings, 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.

| Unit Number | Unit Title                | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|---------------------------|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |                           |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | This unit also refers to: |              |              |                              |      |                               | 2017 |
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|             |                           |              |              |                              |      |                               | 2017 |
|             |                           |              |              |                              |      |                               | 2016 |

| Unit Number | Unit Title  | General Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|-------------|---|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|             |   |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |
| 80060       | Construction of energy transmission or distribution lines; construction of energy transforming stations | 4.03         | 3.75                         | 0.1612 | 0.2244 | 0.1797                        | 0.8069 | 0.8069 |

This unit refers to construction, maintenance and repair work related to:

- power plant substations;
- overhead or underground energy transmission and distribution lines;
- telecommunications lines or networks;
- road lighting networks and traffic lights;
- microwave and telecommunications towers;
- manholes for underground telecommunications and energy distribution networks;
- wind turbines.

This unit also refers to:

- the installation of street lamps;
- the installation of transformers connected to the energy transmission and distribution network;
- the installation of antennas in telecommunications towers;
- the planting of poles.

This unit also refers to the splicing of telecommunications cables when done by the workers of an employer as part of the carrying out by this employer of activities referred to in this unit.

This unit does not refer to:

- the construction of buildings;

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|--|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |  |              |              | 2016                         | 2017   | 2018                          | 2015   |
| 80080       | the digging of tunnels;<br>specific contracts to excavate and install underground energy transmission or telecommunications network conduits, with or without the running of wire. | 15.35        | 14.86        | 0.4065                       | 0.5060 | 0.4979                        | 2.5084 |
|             | An employer classified under this unit can also be classified under exceptional units 80020 and 90010.   |              |              |                              |        |                               | 2.5084 |

This unit refers to work related to:

- the setting up, assembly and dismantling of architectural elements and metal framing that go into the construction of buildings, civil engineering works, outside tanks, stacks, silos, coal, stone, coke, sand and ore hoppers, water towers and machinery;
- the installation of prefabricated metal industrial stacks;
- the installation of steel panels that are used in structures, cladding and roofing;
- the installation of pre-cast concrete structural or architectural elements.

This unit does not refer to:

- preparatory work carried out at the workshop other than on the work site or on the job;
- exterior cladding work using metal sheets;
- the installation of radio and television station broadcasting and cellular telephone antennas;

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|-------------|--|--------------|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|             |  |              |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |
| 80100       | the erection of microwave towers;<br>the erection of wooden silos, water towers or tanks;<br>the installation of tanks, other than outside tanks;<br>the boilermaking work related to the installation of outside tanks. | 9.28         | 8.90         | 0.3692                       | 0.4298 | 0.4287 | 1.6937                        | 1.6937 | 1.6937 |

**An employer classified under this unit can also be classified under exceptional units 80020 and 90010.**

|       |                                    |
|-------|------------------------------------|
| 80100 | Cement work; concrete forming work |
|-------|------------------------------------|

This unit refers to work related to :

- reinforcement work such as cutting, shaping, assembling by various processes, as well as the installation of metal ties or wire mesh used in the construction of concrete work;
- concrete framework for building and civil engineering work framing and machinery;
- the preparation and finishing of concrete and cement surfaces;
- the pouring and placement of concrete;
- the cutting, pumping and drilling of concrete;
- concrete paving without the use of a spreader-grader;
- concrete injection and grouting;
- the cutting of asphalt;
- the crushing of concrete during alteration work;
- the waterproofing of concrete floors or concrete surfaces.

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 |      |      |
|-------------|---|--------------|--------------|------------------------------|------|------|-------------------------------|------|------|
|             |   |              |              | 2016                         | 2017 | 2018 | 2015                          | 2016 | 2017 |
|             | <ul style="list-style-type: none"> <li>- cleaning using abrasive sprays, with or without water such as silica sand, synthetic olivine, glass microbeads, steel grit or plastic billets;</li> <li>- cleaning or preparation using a water or steam spray in order to alter or cause to crumble the surface layer of the surfaces.</li> </ul>                       |              |              |                              |      |      |                               |      |      |
|             | This unit does not refer to:  |              |              |                              |      |      |                               |      |      |
|             | <ul style="list-style-type: none"> <li>- the operation of a reinforcement workshop other than on the work site or on the job;</li> <li>- the installation of pre-cast concrete structural or architectural elements;</li> <li>- the delivery and pouring of concrete by concrete mixer;</li> <li>- the construction and repair of curbs and sidewalks.</li> </ul> |              |              |                              |      |      |                               |      |      |

An employer classified under this unit can also be classified under exceptional units 80020 and 90010.

|       |   |      |      |        |        |        |        |        |        |
|-------|---|------|------|--------|--------|--------|--------|--------|--------|
| 80110 | Carpentry work; joinery work; exterior cladding work on buildings; work related to indoor systems; painting work; installation of flexible coverings; installation of marble, granite, ceramics and terrazzo; plastering and jointing work; insulation work; installation of scaffolds or bleachers | 8.85 | 8.48 | 0.3254 | 0.3443 | 0.3255 | 1.6862 | 1.6862 | 1.6862 |
|-------|---|------|------|--------|--------|--------|--------|--------|--------|

This unit refers to work related to:

- the erection of a wooden structure of a building, a silo, a water tower and a tank;
- joinery work;
- the installation of exterior cladding of buildings using all types

| Unit Number | Unit Title  |  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|---|--|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |   |  |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | of metal sheets or clapboard;   |  |              |              |                              |      |                               |      |
|             | the installation of masonry elements without mortar, cement or any other adhesive material;   |  |              |              |                              |      |                               |      |
|             | parqueting work including sanding and finishing;  |  |              |              |                              |      |                               |      |
|             | carpentry work such as the installation of chevrons and the erection of wood divisions;   |  |              |              |                              |      |                               |      |
|             | carpentry work and joinery work in the installation of prefabricated buildings with a wood structure;   |  |              |              |                              |      |                               |      |
|             | on-site construction of wood recreational equipment for amusement parks, daycare centres, playgrounds and other similar places;               |  |              |              |                              |      |                               |      |
|             | the installation of doors and windows on buildings with a wood structure;   |  |              |              |                              |      |                               |      |
|             | the installation of pre-glazed doors and windows on a non-wooden structure building when done as part of carpentry work;                      |  |              |              |                              |      |                               |      |
|             | the building of wood or wood-substitute patio;  |  |              |              |                              |      |                               |      |
|             | indoor systems such as the installation of metal poles, angle irons, wire moulds, gypsum, lathwork, acoustic ceilings and suspended ceilings; |  |              |              |                              |      |                               |      |
|             | indoor systems such as the installation of metal poles, gypsum, lathwork, acoustic ceilings and suspended ceilings; plastering and jointing;  |  |              |              |                              |      |                               |      |
|             | the application of paint, surface coatings and protective finishes;   |  |              |              |                              |      |                               |      |
|             | the installation of flexible coverings such as vinyl, asphalt, rubber, cork, linoleum coverings, rugs, carpet underlays and rug underlays;    |  |              |              |                              |      |                               |      |
|             | the installation and polishing of marble, granite, terrazzo concrete, slate, ceramics terrazzo and other similar materials;                   |  |              |              |                              |      |                               |      |
|             | the installation of cold room panels;   |  |              |              |                              |      |                               |      |

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|--|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |  |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | <ul style="list-style-type: none"> <li>· the thermal insulation of buildings, soundproofing and acoustic control;</li> <li>· the installation and dismantling of all types of scaffolds or bleachers.</li> </ul> |              |              |                              |      |                               | 2017 |

This unit also refers to work related to:

- the removal of asbestos;
- the stripping;
- the installation and repair of prefabricated fireplaces.

Stripping refers to any selective, meticulous and well thought-out demolition operation, of unwanted additions, ruined areas or areas of no interest in buildings, which does not adversely affect the structure, retaining walls or load-bearing walls.

This unit refers to the following work when done on the worksite or on the job:

- cleaning using abrasive sprays, with or without water such as silica sand, synthetic olivine, glass microbeads, steel grit or plastic billets;
- cleaning or preparation using a water or steam spray in order to alter or cause to crumble the surface layer of the following surfaces:
  - civil engineering structures such as viaducts, bridges or retaining walls;
  - building surfaces such as masonry, concrete or steel surfaces;
  - outer surfaces of tanks such as water towers or oil tanks;

| Unit Number | Unit Title                                  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|---|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |   |              |              | 2016                         | 2017 | 2018                          | 2019 |
|             | industrial equipment or machinery surfaces. |              |              |                              |      |                               |      |

This unit also refers to the following work when done by the workers of an employer as part of the carrying out by this employer of work to erect a wood structure of a building:

- . the installation of gutters;
- . roofing using asphalt shingles, cedar shingles, sheet metal that is neither welded nor stapled, or sandstone tiles;
- . the installation of sunrooms;
- . foundation framework;
- . the installation of garage doors.

This unit also refers to the following work when done by the workers of an employer as part of the performance by this employer of prefabricated fireplace installation and repair work:

- . the installation and repair of prefabricated chimneys.

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 collection of hazardous material.

This unit does not refer to :

- . work related to piles and special foundations such as the placing, raising and maintenance of the following elements : steel sheet piling, shoring piles, wailings, struts, horizontal

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|--|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |  |              |              | 2016                         | 2017   | 2018                          | 2015   |
| 80130       | <p>shores, soldier piles and temporary steel or heavy structural lumber struts driven into the ground;</p> <p>work to install curtain walls in marble, granite or other similar materials;</p> <p>work to waterproof concrete floors, concrete surfaces or paved surfaces;</p> <p>stripping work when only one reconstruction operation referred to under another unit is carried out jointly with the stripping of that which is being rebuilt. In such a case, the stripping work is referred to under the unit that refers to this reconstruction operation. For example, when the only work being done by the employer involves the installation of the roof following the stripping of the old roof, all of this work is referred to under unit 80130;</p> <p>engraving using a spray;</p> <p>the installation of a freight elevator;</p> <p>work related to the installation, dismantling and maintenance of permanent swing scaffolds;</p> <p>the preparatory work and manufacturing done in a workshop other than on the site when they are subject to unit 36650.</p> | 14.69        | 14.20        | 0.5419                       | 0.5496 | 0.4278                        | 2.9181 |

**An employer classified under this unit can also be classified under exceptional units 80020 and 90010.**

- This unit refers to work related to:
- the installation and repair of all types of roofing, including waterproofing;

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|-------------|--------------|--------------|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|             |              |              |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |
| 80140       | Masonry work | 10.63        | 10.22        | 0.3967                       | 0.4769 | 0.3310 | 2.3968                        | 2.3968 | 2.3968 |

the installation of gutters;  
the removal of snow from roofs.

This unit does not refer to:

- 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.**

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio | Second-level experience ratio |
|-------------|--------------|--------------|--------------|------------------------------|-------------------------------|
| 80140       | Masonry work | 10.63        | 10.22        | 0.3967                       | 0.4769                        |

This unit refers to work related to:

- the cutting, setting with mortar, cement or any other adhesive material as well as the jointing of masonry elements such as the following 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;
- tiles made of refractory material;
- blocks of gypsum, concrete or glass, blocks of composite materials, blocks of lightweight aggregates for walls or partitions, anticorrosive tiles;
- the installation of silos made of concrete staves.

| Unit Number | Unit Title                   | General Rate | Special Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|-------------|------------------------------|--------------|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|             |                              |              |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |
|             | This unit does not refer to: |              |              |                              |        |        |                               |        |        |
| 80150       | Glass work; glazing work     | 11.45        | 11.03        | 0.4812                       | 0.4764 | 0.5242 | 2.1388                        | 2.1388 | 2.1388 |

**An employer classified under this unit can also be classified under exceptional units 800020 and 900110.**

This unit refers to work related to :

- the preparation and installation of glasswork and glazing, such as :
  - the cutting and polishing of glass;
  - the cutting and assembly of aluminum;
  - the installation of doors, windows and glazing;
  - the installation of entrances or show windows made from metal or glass parts;
  - the installation of curtain walls;
  - the installation of atriums, skylights and other similar works.

| Unit Number | Unit Title   |      | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|--|------|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |  |      |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | This unit also refers to work related to:  |      |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>· the construction of greenhouses;</li> <li>· the installation of sunrooms;</li> <li>· the installation of big tops;</li> <li>· the installation of cover shells for manure pits.</li> </ul>  |      |              |              |                              |        |                               |        |
|             | This unit does not refer to:   |      |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>· preparatory or manufacturing work done in a workshop other than on the work site.</li> </ul>  |      |              |              |                              |        |                               |        |
|             | <b>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</b>  |      |              |              |                              |        |                               |        |
| 80160       | Millwright works; boilermaking work; plumbing and pipefitting work; pipe insulation work; work related to mechanized transit systems   | 4.82 | 4.52         | 0.2647       | 0.2729                       | 0.2382 | 1.0168                        | 1.0168 |
|             | This unit refers to work related to:   |      |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>· millwright works such as the installation, repair, maintenance, adjustment, assembly, dismantling and handling of machinery other than production machinery;</li> <li>· the making of templates for this machinery;</li> <li>· the installation, repair and maintenance of garage doors, whether mechanized or not;</li> <li>· boilermaking related to machinery other than production machinery and related to the construction, maintenance and repair of steam generators, boilers, tanks or other similar equipment;</li> </ul> |      |              |              |                              |        |                               |        |

| Unit Number | Unit Title  |  | General Rate | Special Rate | First-level experience ratio |      | Second-level experience ratio |      |
|-------------|---|--|--------------|--------------|------------------------------|------|-------------------------------|------|
|             |   |  |              |              | 2016                         | 2017 | 2018                          | 2015 |
|             | the installation, alteration, modification, repair and maintenance of:<br><br>plumbing systems, such as:<br>· piping, fixtures, accessories and other fittings needed to supply these systems with fluids;<br>· piping, fixtures, accessories and other fittings used for drainage, run-off and ventilation of traps in these systems;<br>heating and combustion systems, such as :<br>· piping, fixtures, accessories and other fittings needed to distribute fluids or heat;<br>fire protection and localized fire protection systems, such as:<br>· piping, fixtures, accessories and other fittings used to prevent and fight fires;<br>insulation, whether it is carried out by spraying or by any other method, such as :<br>· thermal insulation of any new or existing piping system;<br>· thermal insulation of radiators, furnaces, boilers, tanks and any other similar device;<br>the installation, alteration, modification, repair and maintenance of mechanized transit systems, composed of devices, accessories and other apparatuses, such as :<br>· elevators, freight elevators, escalators, permanent swing scaffolds, slope hoists, dumbwaiters, removable platforms on a theatre stage, moving sidewalks and other similar devices generally used or which may be used to transport persons, objects or materials. |  |              |              |                              |      |                               |      |

This unit also refers to the operation of a temporary or uncompleted

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |      |      | Second-level experience ratio |      |      |
|-------------|---|--------------|--------------|------------------------------|------|------|-------------------------------|------|------|
|             |   |              |              | 2016                         | 2017 | 2018 | 2015                          | 2016 | 2017 |
| 80170       | system as well as the operation of a completed system when it is used to move construction workers and materials. |              |              |                              |      |      |                               |      |      |

This unit does not refer to:

- the construction of outside tanks or metal tanks other than for the boiler systems;
- the installation of metal ducts for heating, ventilation and air conditioning systems, including the installation of internal insulation for ducts;
- the laying of bricks used in boiler walls;
- installation work related to pre-insulated ventilation ducts;
- cleaning using sandblasting;
- work related to millwright works such as the installation, repair, maintenance, adjustment, setting up, dismantling and handling of production machinery as well as the making of templates for this machinery;
- the installation and operation by an employer of a temporary freight elevator as part of the carrying out by this employer of work not referred to in this unit;
- the installation of temporary swing scaffolds.

**An employer classified under this unit can also be classified under exceptional units 80020 and 90010.**

|       |                 |      |      |        |        |        |        |        |        |
|-------|-----------------|------|------|--------|--------|--------|--------|--------|--------|
| 80170 | Electrical work | 3.79 | 3.51 | 0.1567 | 0.1799 | 0.1691 | 0.7172 | 0.7172 | 0.7172 |
|-------|-----------------|------|------|--------|--------|--------|--------|--------|--------|

This unit refers to work related to:

- the installation, alteration, modification, repair and maintenance

| Unit Number | Unit Title   | General Rate | Special Rate | First-level experience ratio |        |        | Second-level experience ratio |        |        |
|-------------|--|--------------|--------------|------------------------------|--------|--------|-------------------------------|--------|--------|
|             |  |              |              | 2016                         | 2017   | 2018   | 2015                          | 2016   | 2017   |
| 80180       | <p>of electrical installations for lighting, heating and motive force purposes, including in all cases wires, cables, conduits, accessories and electrical devices that are part of the actual installation and, being related to the connection of the installation to the public or municipal utility network, which point of connection is on the wall of the building that is nearest to the public utility line;</p> <ul style="list-style-type: none"> <li>- the installation of lightning rods and unit heaters;</li> <li>- electrical hook-up of a building.</li> </ul> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>- construction work on energy distribution and transforming stations done by electrical contractors;</li> <li>- electrical work done by energy distribution and transforming station construction contractors;</li> <li>- installation work related to alarm, security, control or electronic equipment systems;</li> <li>- street lamp installation work along roads as well as traffic light installation work.</li> </ul> <p><b>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</b></p> | 4.52         | 4.23         | 0.2530                       | 0.2586 | 0.2754 | 0.9676                        | 0.9676 | 0.9676 |

| Unit Number | Unit Title  | General Rate | Special Rate | First-level experience ratio |      |      | Second-level experience ratio |      |      |
|-------------|---|--------------|--------------|------------------------------|------|------|-------------------------------|------|------|
|             |   |              |              | 2016                         | 2017 | 2018 | 2015                          | 2016 | 2017 |
|             | 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.

This unit does not refer to work related to:

- work related to outdoor cladding in metal sheets or clapboard of all types, installation and repair of all types of roofing, preparatory and manufacturing work done in the workshop other than on the work site;
- work related to the installation of gutters.



| Unit Number | Unit Title  |  | General Rate | Special Rate | First-level experience ratio |        | Second-level experience ratio |        |
|-------------|---|--|--------------|--------------|------------------------------|--------|-------------------------------|--------|
|             |   |  |              |              | 2016                         | 2017   | 2018                          | 2015   |
|             | This unit also refers to work related to:   |  |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>· the installation of parabolic antennas.</li> </ul>   |  |              |              |                              |        |                               |        |
|             | An employer who installs fire and theft alarm system and also trades in these systems is classified in this unit for these activities.  |  |              |              |                              |        |                               |        |
|             | <b>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</b>   |  |              |              |                              |        |                               |        |
| 80200       | Refrigeration work, air conditioning work   |  | 4.62         | 4.32         | 0.2745                       | 0.2898 | 0.2459                        | 1.0073 |
|             | The unit refers to work related to:   |  |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>· the installation, rebuilding, modification, repair or maintenance of central air conditioning or refrigeration systems, including the piping, the units, accessories and other devices needed to distribute fluids and produce cold using these systems;</li> <li>· the installation of machinery for central air conditioning or refrigeration systems.</li> </ul>  |  |              |              |                              |        |                               |        |
|             | This unit does not refer to:  |  |              |              |                              |        |                               |        |
|             | <ul style="list-style-type: none"> <li>· the insulation of refrigeration and air conditioning systems;</li> <li>· the testing, adjustment and stabilizing of air circulation and distribution systems;</li> <li>· the installation of metal ducts for air conditioning systems;</li> <li>· the installation, alteration, modification, repair and maintenance of instrumentation and control systems related to heating, air conditioning and ventilation.</li> </ul> |  |              |              |                              |        |                               |        |

| Unit Number   | Unit Title                                      |  | First-level experience ratio |              | Second-level experience ratio |        |        |        |
|---|---|--|------------------------------|--------------|-------------------------------|--------|--------|--------|
|   |   |  | General Rate                 | Special Rate | 2016                          | 2017   | 2018   | 2015   |
| <b>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</b> |   |  |                              |              |                               |        |        |        |
| 80230   | Landscaping work; installation of pools or spas |  | 4.79                         | 4.50         | 0.3542                        | 0.3677 | 0.2879 | 1.3442 |

This unit refers to:

- . landscaping work, such as :
  - . the installation of interlocking blocks or concrete paving blocks;
  - . the installation of sod;
  - . site preparation work;
  - . the planting of trees and shrubs;
  - . the erection of low walls, stairs, etc.;
  - . the maintenance of slopes alongside roads;
  - . the installation of outdoor underground pipes to water the lawn or for decorative lighting systems;
  - . the installation, construction or repair of pools;
  - . the installation or repair of spas.

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 landscaping work:

- . 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:

| Unit Number | Unit Title                     | General Rate | Special Rate | First-level experience ratio |        |        |        | Second-level experience ratio |        |        |
|-------------|--------------------------------|--------------|--------------|------------------------------|--------|--------|--------|-------------------------------|--------|--------|
|             |                                |              |              | 2016                         | 2017   | 2018   | 2015   | 2016                          | 2017   | 2017   |
|             | cement or concrete work.       |              |              |                              |        |        |        |                               |        |        |
| 80250       | Ornamental building metal work | 17.04        | 16.51        | 0.3842                       | 0.3479 | 0.2657 | 2.6134 | 2.6134                        | 2.6134 | 2.6134 |

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.**

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:

- preparatory and manufacturing work done in workshops other than on the work site or on the job;
- installation of all other types of fences.

**An employer classified under this unit can also be classified under exceptional units 80020 and 90010.**



| Unit Number | Unit Title | General Rate | Special Rate | First-level experience ratio |      |      | Second-level experience ratio |      |      |
|-------------|------------|--------------|--------------|------------------------------|------|------|-------------------------------|------|------|
|             |            |              |              | 2016                         | 2017 | 2018 | 2015                          | 2016 | 2017 |
|             |            |              |              |                              |      |      |                               |      |      |

An employer classified under this unit cannot also be classified under unit 651.50 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 2020

|  | <b>Rate</b> |
|--|-------------|
| ACTIVITY SECTORS                           |             |
| The social affairs sector                  | 0.022       |
| The textile and knitting sector            | 0.090       |
| The automobile service sector              | 0.068       |
| The transportation and storage sectors     | 0.050       |
| The provincial administration sector       | 0.046       |
| The printing and allied industries sector. | 0.048       |
| the metal fabricating industries sector.   |             |
| the electrical products industries sector  |             |
| and the clothing industries sector         |             |
| The transportation equipment and           | 0.055       |
| machinery industries sector                |             |
| The mining and mining services sector      | 0.080       |
| The municipal affairs sector               | 0.040       |
| The construction sector                    | 0.036       |

**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 2020**

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 2020, at \$6 per trainee.

The amount referred to in section 313 of the Act is set for the year 2020 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 2020 is \$1,270.

The amount used for the calculation in section 62 for the year 2020 is \$3,810.

The amount used for the calculation in section 63 for the year 2020 is \$177,800.

**SCHEDULE 7**  
(ss. 104, 105 and 106)

**TABLE OF PREMIUMS FOR THE YEAR 2020**  
(percentage)

| <b>Risk related portion<br/>of the assessment</b> | <b>Assumption limit (multiple of the maximum yearly insurable earnings)</b> |          |           |          |          |          |          |          |          |          |
|---|---|----------|-----------|----------|----------|----------|----------|----------|----------|----------|
|   | <b>1½</b>   | <b>2</b> | <b>2½</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> | <b>7</b> | <b>8</b> | <b>9</b> |
| 14,450 and below                                  | 80.8  | 80.8     | 80.8      | 80.8     | 80.8     | 80.8     | 80.8     | 80.8     | 80.8     | 80.8     |
| 19,750  | 77.0  | 77.0     | 77.0      | 77.0     | 77.0     | 77.0     | 77.0     | 77.0     | 77.0     | 77.0     |
| 27,050  | 72.8  | 72.8     | 72.8      | 72.8     | 72.8     | 72.8     | 72.8     | 72.8     | 72.8     | 72.8     |
| 37,150  | 68.3  | 68.3     | 68.3      | 68.3     | 68.3     | 68.3     | 68.3     | 68.3     | 68.3     | 68.3     |
| 50,400  | 63.8  | 63.8     | 63.8      | 63.8     | 63.8     | 63.8     | 63.8     | 63.8     | 63.8     | 63.8     |
| 68,550  | 59.1  | 59.1     | 59.1      | 59.1     | 59.1     | 59.1     | 59.1     | 59.1     | 59.1     | 59.1     |
| 92,700  | 54.4  | 54.4     | 54.4      | 54.4     | 54.4     | 54.4     | 54.4     | 54.4     | 54.4     | 54.4     |
| 125,700   | 54.2  | 49.6     | 49.6      | 49.6     | 49.6     | 49.6     | 49.6     | 49.6     | 49.6     | 49.6     |
| 170,050   | 53.7  | 48.9     | 44.8      | 44.8     | 44.8     | 44.8     | 44.8     | 44.8     | 44.8     | 44.8     |
| 231,000   | 53.6  | 47.8     | 44.4      | 42.7     | 39.6     | 39.6     | 39.6     | 39.6     | 39.6     | 39.6     |
| 316,100   | 53.3  | 47.3     | 43.9      | 41.6     | 37.8     | 34.1     | 34.1     | 34.1     | 34.1     | 34.1     |
| 438,350   | 53.0  | 46.5     | 43.0      | 40.7     | 36.8     | 33.4     | 31.1     | 28.9     | 28.9     | 28.9     |
| 617,600   | 52.3  | 45.3     | 41.3      | 38.5     | 34.2     | 30.3     | 27.0     | 24.9     | 23.7     | 22.6     |
| 890,400   | 51.2  | 44.0     | 39.6      | 36.4     | 31.3     | 27.4     | 23.8     | 21.4     | 19.4     | 17.7     |
| 1,321,150   | 50.4  | 43.0     | 38.4      | 34.7     | 29.0     | 24.5     | 20.2     | 17.3     | 15.3     | 13.7     |
| 2,031,750   | 49.9  | 42.2     | 37.4      | 33.5     | 27.2     | 22.3     | 17.4     | 14.2     | 12.0     | 10.6     |
| 3,261,550   | 49.6  | 41.7     | 36.6      | 32.6     | 26.0     | 20.7     | 15.6     | 12.0     | 9.6      | 8.1      |
| 5,499,700   | 49.5  | 41.3     | 36.1      | 31.9     | 25.1     | 19.7     | 14.4     | 10.6     | 8.0      | 6.3      |
| 9,975,650   | 49.4  | 41.0     | 35.7      | 31.4     | 24.4     | 18.9     | 13.8     | 9.8      | 7.0      | 5.0      |
| 18,927,750  | 49.4  | 40.7     | 35.3      | 31.0     | 23.9     | 18.4     | 13.5     | 9.4      | 6.4      | 4.1      |
| 36,831,550 and above                              | 49.4  | 40.5     | 35.1      | 30.7     | 23.5     | 18.1     | 13.3     | 9.2      | 6.0      | 3.5      |

104092

**M.O., 2019****Order number 2019 012 of the Minister of Health and Social Services dated 16 September 2019**Public Health Act  
(chapter S-2.2)

Minister's Regulation under the Public Health Act

THE MINISTER OF HEALTH AND SOCIAL SERVICES,

CONSIDERING section 44 of the Public Health Act (chapter S-2.2), which provides that the Minister of Health and Social Services is to establish and maintain, in particular for the purposes of ongoing surveillance of the health status of the population, a system for the collection of sociological and health-related personal or non-personal information on births, stillbirths and deaths; the mechanics of the system are to be fixed by regulation;

CONSIDERING sections 45 and 46 of the Act, which provide certain conditions related to the necessity of completing, according to the circumstances, a certificate of birth or a certificate of death;

CONSIDERING section 47 of the Act, which provides that the Minister may also establish and maintain, in particular for the purposes of ongoing surveillance of the health status of the population, systems for the collection of data and personal and non-personal information on the prevalence, incidence and distribution of health problems and in particular on problems having significant impacts on premature mortality and on morbidity and disability; the particulars of the system are to be fixed by regulation;

CONSIDERING section 48 of the Act, which provides that the certificates, data or information referred to in sections 45, 46 and 47 of the Act are transmitted to the Minister in accordance with the regulations of the Minister;