

Trades	As of 9 October 2019	As of 9 October 2020	As of 9 October 2021
Grade 3	\$13.94	\$14.22	\$14.51
Grade 4	\$14.72	\$15.01	\$15.31
Grade 5	\$15.54	\$15.86	\$16.17
Grade 6	\$16.53	\$16.86	\$17.20
Grade 7	\$17.45	\$17.71	\$17.98
4 Messenger	note 1	note 1	note 1
5 Dismantler			
Grade 1	\$12.47	\$12.84	\$13.28
Grade 2	\$12.79	\$13.18	\$13.51
Grade 3	\$13.76	\$14.03	\$14.32
6 Washer	note 1	note 1	note 1
7 Semiskilled worker			
Grade 1	\$13.40	\$13.67	\$13.94
Grade 2	\$14.55	\$14.84	\$15.13
Grade 3	\$15.69	\$16.00	\$16.32
8 Pump attendant	note 1	note 1	note 1
9 Service attendant			
Grade 1	\$12.47	\$12.84	\$13.28
Grade 2	\$13.06	\$13.32	\$13.58
Grade 3	\$13.83	\$14.11	\$14.39
Grade 4	\$14.64	\$14.93	\$15.23
Grade 5	\$15.38	\$15.69	\$16.00

Note 1: The minimum wage rate not provided for the trades of messenger, washer and pump attendant corresponds to the rate of the minimum wage payable to an employee, in accordance with section 3 of the Regulation respecting labour standards (chapter N-1.1, r. 3), increased by \$0.25 per hour as of the date of adjustment of the minimum wage rate.”

2. Section 12.01 is amended by replacing “31 December 2018” by “9 October 2022” and by replacing “June 2018” and “June”, respectively, by “April 2022” and “April”, with the necessary modifications.

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

104113

M.O., 2019

Order number 2019-002 of the Minister of Labour, Employment and Social Solidarity dated 26 September 2019

Pay Equity Act
(chapter E-12.001)

Regulation to amend the Regulation respecting the report on pay equity

THE MINISTER OF LABOUR, EMPLOYMENT AND SOCIAL SOLIDARITY,

CONSIDERING the second paragraph of section 4 of the Pay Equity Act (chapter E-12.001), which provides that the Minister makes a regulation which prescribes in which cases and on which conditions an employer must submit a report on the implementation of the Act in the employer’s enterprise;

CONSIDERING that the Minister made, by order, the Regulation respecting the report on pay equity (chapter E-12.001, r. 1);

CONSIDERING that it is expedient to amend the Regulation;

CONSIDERING that, in accordance with section 4 of the Act, the Commission des normes, de l’équité, de la santé et de la sécurité du travail and the pay equity advisory committee were consulted before the making of the Regulation to amend the Regulation respecting the report on pay equity;

CONSIDERING that, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), the draft Regulation to amend the Regulation respecting the report on pay equity was published in Part 2 of the *Gazette officielle du Québec* of 12 June 2019 with a notice that it could be made by Minister’s order on the expiry of 45 days following that publication;

CONSIDERING that the 45-day period has expired;

CONSIDERING that it is expedient to make the Regulation without amendment;

ORDERS AS FOLLOWS:

The Regulation to amend the Regulation respecting the report on pay equity, attached to this Order, is hereby made.

Québec, 26 September 2019

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

Regulation to amend the Regulation respecting the report on pay equity

Pay Equity Act
(chapter E-12.001, s. 4)

1. The Regulation respecting the report on pay equity (chapter E-12.001, r. 1) is amended in section 2 by adding “, subject to section 3.1” at the end.

2. Section 3 is amended by adding “, subject to section 3.1” at the end.

3. The following is added after section 3:

“**3.1.** An employer having submitted a report on pay equity attesting that adjustments in compensation have been determined, a pay equity plan has been completed or a pay equity audit has been completed is exempt from submitting a report on an annual basis until the date on which the next pay equity audit is to be made pursuant to section 76.1 of the Act, without taking into account any time limit set by the Commission pursuant to section 101.1 of the Act.”

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

104114