

or independent contractor for any document considered useful for the application of the Act and the regulations or a collective agreement applicable to the construction industry;

WHEREAS, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), a draft Regulation to amend the Regulation respecting the register, monthly report, notices from employers and the designation of a representative was published in Part 2 of the *Gazette officielle du Québec* of 4 September 2019 with a notice that it could be submitted to the Government for approval on the expiry of 45 days following that publication;

WHEREAS it is expedient to approve the Regulation;

IT IS ORDERED, therefore, on the recommendation of the Minister of Labour, Employment and Social Solidarity:

THAT the Regulation to amend the Regulation respecting the register, monthly report, notices from employers and the designation of a representative, attached to this Order in Council, be approved.

YVES OUELLET,  
*Clerk of the Conseil exécutif*

## Regulation to amend the Regulation respecting the register, monthly report, notices from employers and the designation of a representative

An Act respecting labour relations, vocational training and workforce management in the construction industry (chapter R-20, s. 82, 1st par., subpar. a.1)

**1.** The Regulation respecting the register, monthly report, notices from employers and the designation of a representative (chapter R-20, r. 11) is amended by adding the following after section 9:

“9.1. Every employer must keep the register, together with any document supporting the information it contains, such as the payroll, time cards, contracts, invoices, order forms and any other document related to the construction work carried out by the employer, for 6 years after the last year to which they relate.”

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

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Gouvernement du Québec

## O.C. 67-2020, 29 January 2020

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

### Automotive services industry – Québec — Amendment

Decree to amend the Decree respecting the automotive services industry in the Québec region

WHEREAS, under section 2 of the Act respecting collective agreement decrees (chapter D-2), the Government may order that a collective agreement respecting any trade, industry, commerce or occupation shall also bind all the employees and professional employers in Québec or in a stated region of Québec, within the scope determined in such decree;

WHEREAS the Government made the Decree respecting the automotive services industry in the Québec region (chapter D-2, r. 11);

WHEREAS, under the first paragraph of section 6.1 of the Act respecting collective agreement decrees, sections 4 to 6 apply to an application for amendment;

WHEREAS, under the first paragraph of section 4 of the Act, the contracting parties have addressed an application for amendment to the Minister of Labour, Employment and Social Solidarity;

WHEREAS, under the first paragraph of section 6 of the Act, at the expiry of the time specified in the notice provided for in section 5 of the Act, the Minister may recommend that the Government issue a decree ordering the extension of the agreement, with such changes as are deemed expedient;

WHEREAS, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1) and the first paragraph of section 5 of the Act respecting collective agreement decrees, a draft Decree to amend the Decree respecting the automotive services industry in the Québec region was published in Part 2 of the *Gazette officielle du Québec* of 14 August 2019 and in a French language newspaper and in an English language newspaper, with a notice that it could be made by the Government on the expiry of 45 days following that publication;

WHEREAS, under section 7 of the Act respecting collective agreement decrees, despite section 17 of the Regulations Act, a decree comes into force on the day of its publication in the *Gazette officielle du Québec* or on any later date fixed therein;

WHEREAS it is expedient to make the Decree without amendment;

IT IS ORDERED, therefore, on the recommendation of the Minister of Labour, Employment and Social Solidarity:

THAT the Decree to amend the Decree respecting the automotive services industry in the Québec region, attached to this Order in Council, be made.

YVES OUELLET,  
*Clerk of the Conseil exécutif*

## Decree to amend the Decree respecting the automotive services industry in the Québec region

Act respecting collective agreement decrees  
(chapter D-2, ss. 2, 4, 6 and 6.1)

**1.** Section 1.01 of the Decree respecting the automotive services industry in the Québec region (chapter D-2, r. 11) is amended

- (1) by striking out paragraph 10;
- (2) by inserting the following after paragraph 10:

“(10.1) “relative” means the employee’s spouse, the child, father, mother, brother, sister and grandparents of the employee or the employee’s spouse as well as those persons’ spouses, their children and their children’s spouses. The following are also considered to be an employee’s relative for the purposes of this Decree:

- (a) a person having acted, or acting, as a foster family for the employee or the employee’s spouse;
- (b) a child for whom the employee or the employee’s spouse has acted, or is acting, as a foster family;
- (c) a tutor or curator of the employee or the employee’s spouse or a person under the tutorship or curatorship of the employee or the employee’s spouse;
- (d) an incapable person having designated the employee or the employee’s spouse as mandatary; and
- (e) any other person in respect of whom the employee is entitled to benefits under an Act for the assistance and care the employee provides owing to the person’s state of health;”;

(3) by replacing “service salesperson” in paragraph 15 by “service salesperson – adviser”.

**2.** Section 1.02 is amended by striking out «La Corporation des ateliers de réparation d’automobiles du Québec;» in paragraph 1.

**3.** Section 3.01 is amended

(1) by replacing “, the service attendant and the service salesperson” in paragraph 1 by “and the service salesperson – adviser”;

(2) by replacing paragraph 2 by the following:

“(2) over no more than 5 consecutive days for the service attendant, on condition that the 2 days in the employee’s weekly rest period are consecutive;”.

**4.** Section 3.02 is amended by replacing “Except for the pump attendant” in the second paragraph by “Despite the first paragraph”.

**5.** Section 4.01 is amended by inserting the following after the first paragraph:

“Hours worked on a day other than a day in the standard workweek described in section 3.01 entail a premium of 50% of the hourly wage currently paid to the employee.”.

**6.** Section 5.03 is replaced by the following:

**“5.03.** An employee may refuse to work

(1) more than 2 hours after regular daily working hours or more than 14 working hours per 24-hour period, whichever period is the shortest;

(2) more than 12 working hours per 24-hour period if the employee’s daily working hours are flexible or non-consecutive;

(3) more than 50 working hours per week;

(4) if the employee was not informed at least 5 days in advance that the employee would be required to work, unless the nature of the duties requires the employee to remain available or that the employee’s services are required within the limits set out in paragraphs 1 and 2.”.

**7.** Section 7.04 is amended by replacing “5” by “3”.

**8.** Section 7.05 is amended by replacing “15” by “12”.

**9.** Section 8.05 is amended by striking out if “the employee is credited with 60 days of uninterrupted service” at the end of the first paragraph.

**10.** Section 8.06 is amended

(1) in the first paragraph,

(a) by striking out “; without pay;”;

(b) by replacing “the employee’s spouse, father, mother, brother, sister or one of the employee’s grandparents” by “a relative or a person for whom the employee acts as a caregiver, as attested by a professional working in the health and social services sector and governed by the Professional Code (chapter C-26)”;

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

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

(3) by adding the following paragraph at the end:

“The first 2 days taken annually are remunerated according to the calculation formula described in section 6.03.1, with any adjustments required in the case of division. The employee becomes entitled to such remuneration on being credited with 3 months of uninterrupted service, even if the employee was absent previously. However, the employer is not required to remunerate more than 2 days of absence in the same year, if the employee is absent from work for a reason referred to in this section or in section 8.09.”.

**11.** Section 8.09 is amended by replacing the first paragraph by the following:

“An employee may be absent from work for a period of not more than 26 weeks over a period of 12 months owing to sickness, an organ or tissue donation for transplant, an accident, domestic violence or sexual violence of which the employee has been a victim.

An employee may not, however, be absent from work for a period of not more than 104 weeks if the employee suffers a serious bodily injury during or resulting directly from a criminal offence that renders the employee unable to hold the employee’s regular position. In that case, the period of absence does not begin before the date on which the criminal offence was committed, or before the expiry of the period provided for in the first paragraph, where applicable, and does not end later than 104 weeks after the commission of the criminal offence.

The first 2 days taken annually are remunerated according to the calculation formula described in section 6.03.1, with any adjustments required in the case of division. The employee becomes entitled to such remuneration on being credited with 3 months of uninterrupted service, even if the employee was absent previously. However, the employer is not required to remunerate more than 2 days of absence in the same year, if the employee is absent from work for a reason referred to in this section or in section 8.06.”.

**12.** Section 8.11 is amended by replacing “the sickness, accident or criminal offence” in the second paragraph by “an absence for a reason described in section 8.09”.**13.** Section 8.14 is amended

(1) by replacing the first paragraph by the following:

“An employee may be absent from work for a period of not more than 16 weeks over a period of 12 months where the employee must stay with a relative or a person for whom the employee acts as a caregiver, as attested by a professional working in the health and social services sector and governed by the Professional Code (chapter C-26), because of a serious illness or a serious accident. Where the relative or person is a minor child, the period of absence is not more than 36 weeks over a period of 12 months.”;

(2) by adding the following paragraph at the end:

“An employee may be absent from work for a period of not more than 27 weeks over a period of 12 months where the employee must stay with a relative, other than his minor child, or a person for whom the employee acts as a caregiver, as attested by a professional working in the health and social services sector and governed by the Professional Code (chapter C-26), because of a serious and potentially mortal illness, attested by a medical certificate.”.

**14.** Section 8.16 is amended

(1) by striking out paragraphs 0.1 and 1;

(2) by adding “or by reason of the death of the employee’s minor child” at the end of paragraph 2;

(3) by replacing “or child” in paragraph 3 by “, father, mother or child of full age”;

(4) by inserting “of full age” in paragraph 4 after “child”.

**15.** Section 9.01 is replaced by the following:

“**9.01.** The minimum hourly wage rates are as follows:

<b>Trades</b>	<b>As of 12 February 2020</b>	<b>As of 12 February 2021</b>	<b>As of 12 February 2022</b>	<b>As of 12 February 2023</b>
<b>(1) Journeyman*:</b>				
Class A	\$24.29	\$24.90	\$25.52	\$26.16
Class A/B	\$22.16	\$22.71	\$23.28	\$23.86
Class B	\$21.41	\$21.95	\$22.50	\$23.06
Class C	\$19.05	\$19.53	\$20.02	\$20.52
<b>Apprentice:</b>				
1st year	\$14.47	\$14.97	\$15.35	\$15.73
2nd year	\$15.39	\$15.93	\$16.33	\$16.74
3rd year	\$16.20	\$16.77	\$17.19	\$17.62
4th year	\$17.06	\$17.65	\$18.09	\$18.55
<b>(2) Journeyman – Parts clerk:</b>				
Class A	\$17.72	\$18.17	\$18.62	\$19.08
Class A/B	\$17.18	\$17.61	\$18.05	\$18.50
Class B	\$16.66	\$17.07	\$17.50	\$17.94
Class C	\$16.15	\$16.56	\$16.97	\$17.40
<b>Apprentice – Parts clerk:</b>				
1st year	\$12.76	\$13.27	\$13.60	\$13.94
2nd year	\$13.55	\$14.09	\$14.45	\$14.81
3rd year	\$14.46	\$15.03	\$15.41	\$15.80
4th year	\$15.27	\$15.88	\$16.27	\$16.68
<b>(3) Messenger:</b>				
	—	—	—	—
<b>(4) Dismantler:</b>				
1st year	\$13.79	\$14.27	\$14.63	\$15.00
2nd year	\$14.49	\$14.99	\$15.37	\$15.75
After two years	\$15.18	\$15.72	\$16.11	\$16.51
<b>(5) Washer:</b>				
	—	—	—	—
<b>(6) Service attendant:</b>				
1st year	\$12.85	\$13.37	\$13.70	\$14.05
2nd year	\$14.02	\$14.58	\$14.94	\$15.32
After two years	\$15.18	\$15.79	\$16.19	\$16.59

Trades	As of 12 February 2020	As of 12 February 2021	As of 12 February 2022	As of 12 February 2023
<b>(7) Service salesperson – Adviser:</b>				
1st year	\$13.96	\$14.52	\$14.88	\$15.25
2nd year	\$15.29	\$15.90	\$16.30	\$16.70
3rd year	\$16.69	\$17.36	\$17.79	\$18.24
4th year	\$17.82	\$18.53	\$19.00	\$19.47
5th year	\$18.17	\$18.90	\$19.37	\$19.85
After five years	\$18.54	\$19.28	\$19.76	\$20.26

\* The notion of journeyman includes the trades of mechanic, diesel mechanic, welder, electrician, machinist, body-worker, wheel aligner, automatic transmission specialist, painter, upholsterer and bodyman.

The wage rate not provided for the trades of messenger and washer 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.

**9.01.1.** The minimum wage provided for in the Regulation respecting labour standards (chapter N-1.1, r. 3), increased by \$0.25, applies as soon as it is higher than a minimum hourly rate provided for in section 9.01.”.

**16.** Section 9.02 is amended by replacing the first paragraph by the following:

“Wages must be paid in cash in a sealed envelope, by cheque or by bank transfer.”.

**17.** Section 13.01 is amended by replacing “31 December 2018” by “12 February 2024” and by replacing “June 2018” and “June” respectively by “August 2023” and “August”.

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

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## M.O., 2020

### Order of the Minister of the Environment and the Fight Against Climate Change and the Minister of Forests, Wildlife and Parks dated 28 January 2020

An Act respecting threatened or vulnerable species (chapter E-12.01)

Replacement of the List of plant and wildlife species which are likely to be designated as threatened or vulnerable

THE MINISTER OF THE ENVIRONMENT AND THE FIGHT AGAINST CLIMATE CHANGE AND THE MINISTER OF FORESTS, WILDLIFE AND PARKS,

CONSIDERING the first paragraph of section 9 of the Act respecting threatened or vulnerable species (chapter E-12.01), which provides that the Minister of Sustainable Development, Environment and Parks and the Minister of Natural Resources and Wildlife may establish jointly, by order, a list of threatened or vulnerable species which are likely to be so designated;

CONSIDERING the second paragraph of section 9 of the Act, which provides that the order is to be published in the *Gazette officielle du Québec*;