

by section 17 of this Regulation, must pay the Minister, before 31 December 2020, an amount equal to the difference between the amount of that refund and the amount obtained using the following formula:

$$[A + (B \times 46.35\%)] - (C \times 80\%)$$

A = the amount paid by all the municipalities of the regional county municipality for the 2019 fiscal year pursuant to the Regulation respecting the amounts payable by municipalities for the services provided by the Sûreté du Québec, without taking into account any amounts granted to those municipalities by the Minister of Municipal Affairs and Housing to cover part of the increase of the costs of police service of those municipalities by the Sûreté du Québec for the 2019 fiscal year;

B = the difference between the amount obtained pursuant to sections 5.1 to 5.3 of the Regulation respecting the amounts payable by municipalities for the services provided by the Sûreté du Québec, as they read before being revoked by section 10 of this Regulation, for all the municipalities of the regional county municipality, and the amount corresponding to the letter A;

C = the actual cost of the services of the Sûreté du Québec for the regional county municipality, established on the basis of the sum of the income indicated, as police services charged to the municipalities and the contribution of the Sûreté du Québec, in the income statement filed in the financial statements of the police services fund for the fiscal year of the fund that ended in 2019.

The Minister may make deductions from any amount owed to the regional county municipality to compensate for the amount obtained pursuant to the first paragraph.

**28.** Sections 22 to 26 do not apply to a municipality served by a municipal police force before 26 March 2020.

To calculate the amount payable by a municipality referred to in the first paragraph, pursuant to section 1.1 of the Regulation respecting the amounts payable by municipalities for the services provided by the Sûreté du Québec, as replaced by section 4 of this Regulation, for the fiscal year during which it begins receiving the services of the Sûreté du Québec, the value of the letter B, for that fiscal year, is obtained by determining the value of the letter B, for each of the preceding fiscal years as of 2020, taking into consideration that the letter B, for that last fiscal year, is equal to \$203,274.

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

Gouvernement du Québec

## O.C. 156-2020, 26 February 2020

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

### Automotive services industry — Lanauidière-Laurentides — Amendment

Decree to amend the Decree respecting the automotive services industry in the Lanauidière-Laurentides regions

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 Lanauidière-Laurentides regions (chapter D-2, r. 9);

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 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 Lanauidière-Laurentides regions was published in Part 2 of the *Gazette officielle du Québec* of 25 September 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 Lanaudière-Laurentides regions, 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 Lanaudière-Laurentides regions

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

**1.** The Decree respecting the automotive services industry in the Lanaudière-Laurentides regions (chapter D-2, r. 9) is amended in section 1.01

(1) by inserting the following after paragraph 11:

“(11.1) “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;

(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;”;

(2) by striking out paragraph 12.

**2.** Section 3.01 is amended by striking out “and the pump attendant” in subparagraph 4 of the first paragraph.

**3.** Section 3.05 is amended

(1) by replacing “4” in paragraph 1 by “2”;

(2) by adding the following at the end:

“(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.”.

**4.** Section 4.03 is amended by striking out “pump attendants,”.

**5.** Section 7.04 is amended by replacing “5” in the first paragraph by “3”.

**6.** Section 7.05 is amended by replacing “owing to sickness or accident” in the third paragraph by “for a reason referred to in section 8.07”.

**7.** Section 7.10 is amended by replacing “owing to sickness or accident” in the first paragraph by “for a reason referred to in section 8.07”.

**8.** Section 7.12 is amended by replacing “the other employees” by “the employer’s other employees”.

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

**10.** Section 8.06 is amended

(1) by striking out “, without pay,” in the first paragraph;

(2) by replacing “the employee’s spouse, father, mother, brother, sister or one of the employee’s grandparents” in the first paragraph 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)”;

(3) 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.”;

(4) 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, 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.”.

**11.** Section 8.07 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, 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.”.

**12.** The following is inserted after section 8.07:

“**8.07.1.** The second paragraph of section 8.07 applies if it may be inferred from the circumstances of the event that the employee’s serious bodily injury is probably the result of a criminal offence.

However, an employee may not take advantage of such a period of absence if it may be inferred from the circumstances that the employee was probably a party to the criminal offence or probably contributed to the injury by a gross fault.

**8.07.2.** The second paragraph of section 8.07 applies if the employee suffered the injury

(1) while lawfully arresting or attempting to arrest an offender or suspected offender or assisting a peace officer making an arrest; or

(2) while lawfully preventing or attempting to prevent the commission of an offence or suspected offence, or assisting a peace officer who is preventing or attempting to prevent the commission of an offence or suspected offence.”.

**13.** Section 8.08 is amended

(1) by replacing “In the case mentioned in section 8.07, the” by “The”;

(2) by inserting the following paragraphs at the end:

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

During a period of absence under the second paragraph of section 8.07, the employee may return to work intermittently or on a part-time basis if the employer consents to it.”.

**14.** Section 8.10 is amended by replacing “the sickness or accident” in the second paragraph by “an absence for a reason described in section 8.07”.

**15.** Section 8.13 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.

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.”;

(2) by striking out the fourth paragraph.

**16.** The following is inserted after section 8.13:

“**8.14.** The employee is entitled to an extension of the absence provided for in the first paragraph of section 8.13, which ends not later than 104 weeks after the beginning of the absence, where the employee must stay with the employee’s minor child who has suffered a serious bodily injury during or resulting directly from a criminal offence that renders the employee unable carry on regular activities.

**8.15.** In accordance with the Act respecting labour standards (chapter N-1.1), an employee may be absent from work

(1) if the employee’s minor child has disappeared or by reason of the death of the employee’s minor child;

(2) if the employee’s spouse, father, mother or child of full age commits suicide; or

(3) if the death of the employee’s spouse or child of full age occurs during or results directly from a criminal offence.

**8.16.** Except with respect to the death of the employee’s minor child, sections 8.14 and 8.15 apply if it may be inferred from the circumstances of the event that the serious bodily injury is probably the result of a criminal offence, the death is probably the result of such an offence or of a suicide, or the person who has disappeared is probably in danger.

However, an employee may not take advantage of the provisions if it may be inferred from the circumstances that the employee or, in the case of paragraph 3 of

section 8.15, the deceased person was probably a party to the criminal offence or probably contributed to the injury by a gross fault.

Section 8.14 and paragraph 3 of section 8.15 apply if the injury or death occurs in one of the situations described in section 8.07.2.

A period of absence under sections 8.14 and 8.15 must not begin before the date on which the criminal offence that caused the serious bodily injury was committed or before the date of the death or disappearance and must not end later than 104 weeks after that date. However, during the period of absence, the employee may return to work intermittently or on a part-time basis if the employer consents to it.

If, during the same 104-week period, a new event occurs, affecting the same child and giving entitlement to a new period of absence, the maximum period of absence for those two events may not exceed 104 weeks from the date of the first event.

**8.17.** Sections 8.08 to 8.12 apply to the periods of absence provided for in sections 8.13, 8.14 and 8.15, with the necessary modifications.

The entitlement provided for in the fifth paragraph of section 8.06 applies in the same manner to absences authorized under section 8.07. 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 those sections.”

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

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

Trades	As of 11 March 2020	As of 11 March 2021	As of 11 March 2022	As of 11 March 2023
<b>1. Apprentice</b>				
1st grade	\$13.00	\$13.39	\$13.72	\$14.07
2nd grade	\$13.88	\$14.30	\$14.65	\$15.02
3rd grade	\$15.43	\$15.89	\$16.29	\$16.70
<b>2. Journeyman</b>				
<b>A</b>	\$23.68	\$24.39	\$25.00	\$25.63
<b>B</b>	\$20.45	\$21.06	\$21.59	\$22.13
<b>C</b>	\$18.51	\$19.07	\$19.54	\$20.03
<b>D</b>	\$16.20	\$16.69	\$17.10	\$17.53

Trades	As of 11 March 2020	As of 11 March 2021	As of 11 March 2022	As of 11 March 2023
<b>3. Parts clerk</b>				
1st grade	\$12.75	\$13.12	\$13.45	\$13.79
2nd grade	\$12.90	\$13.29	\$13.62	\$13.96
3rd grade	\$13.45	\$13.85	\$14.20	\$14.55
4th grade	\$14.26	\$14.69	\$15.05	\$15.43
4th class	\$15.57	\$16.04	\$16.44	\$16.85
3rd class	\$16.74	\$17.24	\$17.67	\$18.12
2nd class	\$17.30	\$17.82	\$18.26	\$18.72
1st class	\$17.83	\$18.36	\$18.82	\$19.29
<b>4. Messenger</b>				
	\$12.75	\$13.12	\$13.45	\$13.79
<b>5. Dismantler</b>				
1st grade	\$14.27	\$14.70	\$15.07	\$15.44
2nd grade	\$14.69	\$15.13	\$15.51	\$15.90
3rd grade	\$15.13	\$15.58	\$15.97	\$16.37
<b>6. Washer</b>				
	\$12.75	\$13.12	\$13.45	\$13.79
<b>7. Semi-skilled worker</b>				
1st grade	\$14.27	\$14.70	\$15.07	\$15.44
2nd grade	\$14.69	\$15.13	\$15.51	\$15.90
3rd grade	\$15.13	\$15.58	\$15.97	\$16.37
<b>8. Service attendant</b>				
1st grade	\$12.75	\$13.12	\$13.45	\$13.79
2nd grade	\$13.64	\$14.05	\$14.40	\$14.76
3rd grade	\$14.00	\$14.42	\$14.78	\$15.15
4th grade	\$14.82	\$15.26	\$15.65	\$16.04

”.

**18.** Section 9.01.1 is amended by replacing the third paragraph by the following:

“They are entitled to the following minimum hourly wage rates:

Trades	As of 11 March 2020	As of 11 March 2021	As of 11 March 2022	As of 11 March 2023
<b>Service attendant</b>				
2nd class	\$16.02	\$16.50	\$16.91	\$17.34
1st class	\$17.37	\$17.89	\$18.34	\$18.80

”.

**19.** 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.”.

**20.** Section 9.10.1 is amended

(1) by replacing “to other” in the first paragraph by “to the employer’s other” and “for the sole reason that the employee” by “solely because of the employee’s employment status, and in particular because the employee”, respectively;

(2) by striking out the second paragraph.

**21.** Section 13.01 is amended by replacing “31 December 2018” by “11 March 2024” and by replacing “June 2018” and “June” respectively by “September 2023” and “September”.

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

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Gouvernement du Québec

## O.C. 157-2020, 26 February 2020

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

### Automotive services industry

#### — Various regulations respecting the monthly report of parity committees

#### — Replace

Regulation to replace various regulations respecting the monthly report of parity committees of the automotive services industry

WHEREAS, in accordance with section 16 of the Act respecting collective agreement decrees (chapter D-2), a parity committee is formed for the purpose of overseeing and ascertaining compliance with a decree;

WHEREAS, in accordance with subparagraph *h* of the second paragraph of section 22 of the Act:

— the Comité paritaire sur l’industrie des services automobiles des Cantons de l’Est made the Règlement relatif au rapport mensuel du Comité paritaire de l’industrie de l’automobile des Cantons de l’Est (1971) by a notice of

adoption published in the *Gazette officielle du Québec* of 10 April 1978 and its amendments were published by means of a notice of adoption in the French version of the *Gazette officielle du Québec* of 3 December 1980;

— the Comité paritaire de l’industrie des services automobiles de la région Saguenay–Lac-Saint-Jean made the Regulation respecting the monthly report of the Comité paritaire de l’industrie des services automobiles de la région Saguenay–Lac-Saint-Jean, approved by Order in Council 782-2005 dated 17 August 2005 and amended by Order in Council 442-2013 dated 24 April 2013;

— the Comité paritaire de l’industrie de l’automobile de la Mauricie made the Regulation respecting the monthly report of the Comité paritaire de l’industrie de l’automobile de la Mauricie, approved by Order in Council 1347-87 dated 26 August 1987;

— the Comité paritaire de l’industrie de l’automobile des régions Lanaudière-Laurentides made the Regulation respecting the monthly report of the Comité paritaire de l’industrie de l’automobile des régions Lanaudière-Laurentides by a notice of adoption published in the *Gazette officielle du Québec* of 19 May 1982;

— the Comité paritaire de l’industrie des services automobiles de la région de Québec made the By-law Respecting the Monthly Report Number 3 of the Automobile Parity committee, Québec region, by a notice of adoption published in the *Gazette officielle du Québec* of 25 May 1977;

WHEREAS it is expedient to replace the Regulations and By-law;

WHEREAS the Comité paritaire sur l’industrie des services automobiles des Cantons de l’Est made the Regulation respecting the monthly report of the Comité paritaire sur l’industrie des services automobiles des Cantons de l’Est at its meeting of 6 February 2019;

WHEREAS the Comité paritaire de l’industrie des services automobiles de la région Saguenay–Lac-Saint-Jean made the Regulation respecting the monthly report of the Comité paritaire de l’industrie des services automobiles de la région Saguenay–Lac-Saint-Jean at its meeting of 12 February 2019;

WHEREAS the Comité paritaire de l’industrie de l’automobile de la Mauricie made the Regulation respecting the monthly report of the Comité paritaire de l’industrie de l’automobile de la Mauricie at its meeting of 11 February 2019;