

ORDERS AS FOLLOWS:

The Regulation to amend the Regulation respecting the scale of fees and duties related to the development of wildlife, attached hereto, is hereby made.

Québec, 27 May 2020

PIERRE DUFOUR,
Minister of Forests, Wildlife and Parks

Regulation to amend the Regulation respecting the scale of fees and duties related to the development of wildlife

Act respecting the conservation and development of wildlife
(chapter C-61.1, s. 163, 1st par., subpar. 4)

1. The Regulation respecting the scale of fees and duties related to the development of wildlife (chapter C-61.1, r. 32) is amended by inserting the following after section 1:

“**1.1** The fees payable for the issue of a hunter’s or trapper’s certificate for a person who fulfils the conditions set out in the first paragraph of section 3.1 of the Regulation respecting hunting (chapter C-61.1, r. 12) are \$2.20.

The fees payable for the issue of a hunter’s certificate for the handling of a firearm for a person who fulfils the conditions set out in the third paragraph of section 3.1 of the Regulation respecting hunting are \$15.85.”

2. Section 7.0.1 is amended by adding the following paragraph at the end:

“Despite the foregoing, no fee is payable for examination of an application for the issue of a licence for wildlife management purposes for activities performed by a regional county municipality pursuant to section 105 or 106 of the Municipal Powers Act (chapter C47.1).”

3. Section 2 of Schedule I is amended

(1) by inserting the following after paragraph *a*:

“

<i>a.1)</i> White-tailed deer, elsewhere than in additional Area 20	
i. resident	\$24.74
ii. non-resident	\$132.64

”

(2) by striking out paragraphs *d* and *e*.

4. Section 9 of Schedule I is replaced by the following:

“

<i>a)</i> Wild turkey, spring	
i. resident	\$27.13
ii. non-resident	\$148.24
<i>b)</i> Wild turkey, autumn	
i. resident	\$10.00
ii. non-resident	\$48.61

”

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

104458

M.O., 2020

Order number 2020-040 of the Minister of Health and Social Services dated 28 May 2020

An Act respecting health services and social services
(chapter S-4.2)

An Act respecting certain terms of employment applicable to officers of the health and social services network
(2019, chapter 8)

Regulation to amend the Regulation respecting certain terms of employment applicable to officers of agencies and health and social services institutions

THE MINISTER OF HEALTH AND SOCIAL SERVICES,

CONSIDERING the first paragraph of section 487.2 of the Act respecting health services and social services (chapter S-4.2), which provides in particular that the Minister may, by regulation, determine the standards and scales which must be used by agencies, public institutions and private institutions under agreement for the selection, appointment and engagement of and the remuneration and other terms of employment applicable to senior and middle management personnel;

CONSIDERING the second paragraph of section 1 of the Act respecting certain terms of employment applicable to officers of the health and social services network (2019, chapter 8), which provides that the first regulation made

under section 487.2 of the Act respecting health services and social services after 31 May 2019 may, if it so provides, apply from any date not prior to 23 March 2015 but only to the extent that it concerns a matter provided for in the Regulation to amend the Regulation respecting certain terms of employment applicable to officers of agencies and health and social services institutions, made by Ministerial Order 2015-003 (2015, *G.O.* 2, 456), in particular employment stability measures, the end-of-engagement indemnity and pre-retirement leave;

CONSIDERING the second paragraph of section 1 of that Act, which provides that the regulation applies to all officers, including those whose position has been eliminated since the effective date of the regulation and it must be made before 31 May 2020;

CONSIDERING that it is expedient to replace the Regulation to amend the Regulation respecting certain terms of employment applicable to officers of agencies and health and social services institutions, made by Ministerial Order 2015-003 (2015, *G.O.* 2, 456);

CONSIDERING that the Regulation respecting certain terms of employment applicable to officers of agencies and health and social services institutions (chapter S-4.2, r. 5.1) has been made;

CONSIDERING that it is expedient to amend the Regulation with respect in particular to any matter set forth in the Regulation to amend the Regulation respecting certain terms of employment applicable to officers of agencies and health and social services institutions, made by Ministerial Order 2015-003 (2015, *G.O.* 2, 456), in accordance with section 1 of the Act respecting certain terms of employment applicable to officers of the health and social services network;

CONSIDERING the authorization obtained from the Conseil du trésor in accordance with the third paragraph of section 487.2 of the Act respecting health services and social services;

CONSIDERING that it is expedient to make the Regulation to amend the Regulation respecting certain terms of employment applicable to officers of agencies and health and social services institutions;

ORDERS AS FOLLOWS:

The Regulation to amend the Regulation respecting certain terms of employment applicable to officers of agencies and health and social services institutions, attached to this Ministerial Order, is hereby made.

DANIELLE McCANN,
Minister of Health and Social Services

Regulation to amend the Regulation respecting certain terms of employment applicable to officers of agencies and health and social services institutions

An Act respecting health services and social services (chapter S-4.2, s. 487.2)

An Act respecting certain terms of employment applicable to officers of the health and social services network (2019, chapter 8)

1. The Regulation respecting certain terms of employment applicable to officers of agencies and health and social services institutions (chapter S-4.2, r. 5.1) is amended by replacing section 94 by the following:

“**94.** If an officer cannot be reinstated during that period, the employer shall notify him in writing of the elimination of his position. The notice shall be received by the officer at least 30 days before the date on which the position is eliminated. A copy of the notice shall be sent to the agency and the concerned officers’ association, if any.

Upon receiving the notice, the officer shall choose in writing, before the date of elimination of his position, one of the two following options:

- (1) reinstatement within the sector as prescribed in Division 5 of this Chapter;
- (2) departure from the sector as prescribed in Division 6 of this Chapter.

The officer’s choice shall take effect from the date of elimination of his position.

An officer who has failed to communicate his choice to his employer by the date on which his position is eliminated is deemed to have chosen reinstatement in the sector.

The employer shall inform the agency concerned of the choice made by the officer in accordance with the second and fourth paragraphs.

The choice of an officer who is disabled, on parental leave, on leave without pay or on deferred salary leave shall be made and take effect from the date on which the period of disability or leave ends. An officer whose position is eliminated during a period of disability shall continue to receive his salary insurance benefits as long as he is disabled.

The cumulative period during which an officer shall benefit from the employment stability measures referred to in the second paragraph may not exceed 36 months.”

2. Section 95 is replaced by the following:

“**95.** An officer who elects the option of reinstatement within the sector shall retain his status of officer for a reinstatement period of a duration that may not exceed 36 months from the date of elimination of his position.

During the reinstatement period, with the authorization of his employer and, where applicable, of the other employer, an officer whose position has been eliminated may replace an officer whose position has not been eliminated, either with his employer or with another employer. In such a case, the officer whose position has not been eliminated and who agrees to replace an officer whose position has been eliminated shall benefit from the remaining portion of the reinstatement period.

During the reinstatement period, the employer shall maintain the officer’s salary and, subject to section 34.1, all his terms of employment as an officer, provided the officer does not refuse, without valid reason, to provide the services required by the employer in duties that take into account the officer’s training and experience and his reinstatement plan, if any. A part-time officer shall receive a salary proportional to the hours actually worked in the 12 months preceding the date on which his position is eliminated. The salary paid to the officer cannot be less than the salary paid for the regular work load prescribed for his position.

During the reinstatement period, the officer shall take the vacation he accumulated during the previous reference period. On the date of the severance of the employment relationship, the original employer shall reimburse to the officer an amount equivalent to the accumulated annual vacation not taken.

During the reinstatement period, the officer shall retain the benefits of the group insurance plans prescribed in Chapter 4. Any disability period of more than 3 weeks shall be excluded from the reinstatement period.

Any parental leave and leave without pay of an officer being reinstated shall be excluded from the reinstatement period.

Any period during which the services of the officer are loaned to another employer in the public and parapublic sectors shall be included in the reinstatement period for a period not exceeding 36 months, for the equivalent in time of the portion of the service loan period that is at the expense of the other employer.

At the end of the reinstatement period, an officer who has not been reinstated shall be laid off by his employer. At the request of the officer, his name shall be entered in

the bank of reinstatement officers or on the recall list and he shall remain eligible for selection competitions for the appointment of officers and senior administrators for a period of 24 months.”

3. Section 99 is revoked.

4. Section 100 is replaced by the following:

“**100.** An officer who has chosen reinstatement within the sector may, upon authorization from his employer and in accordance with his reinstatement plan, obtain one or more leaves without pay. The employer may not refuse to grant such leave without pay without valid reason. The total duration of the leaves shall not exceed 36 months. Such leave without pay is included in the reinstatement period. During his leave without pay, the officer may continue to participate in the group insurance plans in accordance with section 33.”

5. Section 116 is amended by replacing the first paragraph by the following:

“An officer who has chosen an end-of-engagement indemnity shall receive an indemnity equivalent to 4 months of salary per year of continuous service, including service as a union member or unionizable non-member, with one or several employers in the public or parapublic sectors. However, the minimum amount of the indemnity shall be 6 months’ salary and the maximum shall be 12 months’ salary. The indemnity is calculated on the basis of the salary the officer was receiving on the date on which his position was eliminated or the date on which he changed his choice. A part-time officer shall receive an indemnity proportional to the hours worked in the last 12 months preceding the date on which his position was eliminated. However, the indemnity cannot be less than the salary paid for the regular work load prescribed for his position.”

6. Section 119.1 is amended by replacing the fourth paragraph by the following:

“The modified amount of the end-of-engagement indemnity is equal to the difference between the officer’s new salary and his salary when the position was eliminated, up to the total amount of the indemnity or until the new salary has reached or exceeded the salary he was receiving on the date of his departure.”

7. Section 124 is replaced by the following:

“**124.** The total amount to be paid, that is the sum of the salary paid during his pre-retirement leave and the amount paid in end-of-engagement indemnity, at the time of his retirement, to the officer who has chosen departure

from the sector, shall be equivalent to 12 months of the salary he was receiving on the date on which his position was eliminated, adjusted if applicable. A part-time officer shall benefit from the same conditions proportionally to the hours worked during the 12 months preceding the date on which his position is eliminated. However, the amount paid cannot be less than the salary paid for the regular work load prescribed for that position. If an officer chooses pre-retirement leave and retirement, after spending time in reinstatement, the total amount paid shall be reduced in accordance with section 102.

The end-of-engagement indemnity prescribed in the first paragraph shall be paid in accordance with the criteria and conditions prescribed in section 120.

The combination of the amount prescribed in the first paragraph and of the amount prescribed in section 121 that is equivalent to a maximum of 12 months of salary shall not be higher than the equivalent of 24 months of the officer's salary at the date of the elimination of his position, adjusted if applicable.”

8. Section 125 is replaced by the following:

“**125.** During the staggered pre-retirement leave, the officer's salary is established as follows:

the salary the officer was receiving on the date on which his position was eliminated, adjusted if applicable	X	<p>the total amount to which the officer is entitled under section 124 expressed in months</p> <hr style="width: 50%; margin-left: 0;"/> <p>the duration in months of his pre-entirement leave</p>
---	---	--

That salary shall not be higher than the eventually adjusted salary which he was receiving at the time of elimination of his position or on the date of his change of choice.

Where the total amount to which the officer is entitled is higher than the adjusted salary paid to him during his pre-retirement leave, the difference shall be paid to the officer as an end-of-engagement indemnity on the date of his retirement.

The staggered pre-retirement leave may not exceed 36 months. Where applicable, it shall be reduced by any reinstatement period and any pre-retirement leave deferral period.”

9. The following section is added after section 135:

“**136.** An officer whose choice of an employment stability measure took effect, pursuant to the third paragraph of section 94, before 23 March 2015 shall continue to benefit from the provisions of Chapter 5 in force on 22 March 2015.”

10. This Regulation replaces the Regulation to amend the Regulation respecting certain terms of employment applicable to officers of agencies and health and social services institutions, made by Ministerial Order 2015-003 (2015, *G.O.* 2, 456).

11. This Regulation comes into force on 23 March 2015.

104455

M.O., 2020

Order of the Minister of Education and Higher Education dated 25 May 2020

Education Act
(chapter I-13.3)

CONCERNING the Regulation to amend the Regulation respecting teaching licences

THE MINISTER OF EDUCATION AND HIGHER EDUCATION,

CONSIDERING section 456 of the Education Act (chapter I-13.3), which empowers the Minister of Education and Higher Education to establish, by regulation, a classification of teaching licences, the nature and term of such licences, and the requirements and procedure applicable to their issuance or renewal, as the case may be, including the documents and information to be furnished, along with the standards for evaluating the formal training of teachers for the determination of their qualifications;

CONSIDERING section 12 of the Regulations Act (chapter R-18.1), which states that a proposed regulation may be made without having been published, if the authority making it is of the opinion that the urgency of the situation requires it;

CONSIDERING section 13 of the said Act, which states that the reason justifying the absence of such publication must be published with the regulation;

CONSIDERING section 18 of the said Act, which states that a regulation may come into force on the date of its publication in the *Gazette officielle du Québec* or between