



NATIONAL ASSEMBLY OF QUÉBEC

SECOND SESSION

FORTY-SECOND LEGISLATURE

Bill 2
(2022, chapter 22)

**An Act respecting family law reform
with regard to filiation and amending
the Civil Code in relation to
personality rights and civil status**

**Introduced 21 October 2021
Passed in principle 1 February 2022
Passed 7 June 2022
Assented to 8 June 2022**

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EXPLANATORY NOTES

This Act mainly amends the Civil Code in respect of filiation, the law of persons and civil status.

The Act establishes new rules regarding the publication of the register of civil status, in particular by amending the content of the certificates of civil status and by providing that detailed attestations may be issued. It provides new measures with regard to the assignment of a name, such as limiting the number of given names to four and recognizing a usual given name and it allows persons whose name was changed during the time they spent in an Aboriginal residential school, and their descendants, to change back to a traditional Aboriginal name, without costs.

In respect of filiation, the Act expands the presumption of paternity to de facto spouses and allows a de facto spouse to declare the filiation of a child with regard to the other spouse.

As regards adoption, the Act revises the rule regarding the exchange of information and the maintenance of personal relations between the adoptee and the members of his family of origin.

Concerning the capacity of persons, the Act provides parents with the possibility of designating a member of the child's foster family to act as suppletive tutor if authorized by the court, in addition to adding disengagement toward the child as a situation that may give rise to the designation of a suppletive tutor.

As regards personality rights, the Act provides that the presence of family violence in a child's environment is to be taken into consideration in determining the child's interest. The Act also defines the time at which a child is considered conceived for the purposes of the law.

As concerns parental authority, the Act provides that such authority must be exercised without any violence. A mechanism is put in place by which a parent is able to request care for their minor child, by themselves, in a situation of family or sexual violence caused by the other parent. The Act specifies that the presence of family violence is one of the elements to be considered by the court when ruling on an application for a declaration of deprivation of parental

authority. Furthermore, the rules governing the maintenance of personal relations between minor children and their grandparents are reviewed, in particular to add the possibility of maintaining such relations with the parent's former spouse, to give more weight to the minor's consent and to establish that the maintenance of relations must be in the minor's interest.

The Act contains rules to prevent an unrepresented party from examining or cross-examining a victim of family or sexual violence, or a child in youth protection cases. It provides that legal aid will be granted free of charge to any minor child for all services covered, regardless of the child's financial means.

The Act also enacts the Act respecting remittance of deposits of money to account co-holders who are spouses or former spouses, which aims, in particular, after an account co-holder has died, to compel financial institutions to remit to the surviving co-holder who was the spouse or former spouse of the deceased their share in the account balance.

The Act also amends the rules concerning knowledge of one's origins in relation to adoption so as to broaden their scope. Adoptees are given the right to obtain, on certain conditions, a copy of their original act of birth and of the judgments concerning their adoption, as well as the name of their grandparents and siblings of origin, and if they consent to it, the information making it possible for adoptees to contact them. The Act also allows an adoptee's descendants in the first degree to obtain that same information and those same documents. Lastly, a person's right to know their origins is enshrined in the Charter of human rights and freedoms. The Act also broadens the rules concerning disclosure of medical information in respect of adoption.

As regards the status of persons and civil status, the Act provides that the designation of sex appearing in a person's act of birth or act of death designates the person's sex or the person's gender identity and that such designation may refer to the identifier "non-binary". Several terminological changes are provided for by the Act to take into account the various realities of persons of sexual minorities or of transgender or non-binary parents, in particular with respect to legislative provisions that refer to the father and mother.

The Act exempts any person who is the subject of a first application for a change of designation of sex from paying the duties for such an application and the duties for the issuing of a copy of the certificate of change of designation of sex. Moreover, it is provided

that any person may apply to have the designation “father”, “mother” or “parent” appearing in their child’s act of birth correspond to the designation of sex appearing in their act of birth or, at their choice, to have the designation “parent” appear in their child’s act of birth.

Lastly, the Act contains transitional measures.

LEGISLATION ENACTED BY THIS ACT:

- Act respecting remittance of deposits of money to account co-holders who are spouses or former spouses (2022, chapter 22, section 291).

LEGISLATION AMENDED BY THIS ACT:

- Civil Code of Québec;
- Act respecting industrial accidents and occupational diseases (chapter A-3.001);
- Act respecting clinical and research activities relating to assisted procreation (chapter A-5.01);
- Funeral Operations Act (chapter A-5.02);
- Individual and Family Assistance Act (chapter A-13.1.1);
- Act respecting financial assistance for education expenses (chapter A-13.3);
- Act respecting legal aid and the provision of certain other legal services (chapter A-14);
- Automobile Insurance Act (chapter A-25);
- Act respecting prescription drug insurance (chapter A-29.01);
- Act respecting parental insurance (chapter A-29.011);
- Act constituting Capital régional et coopératif Desjardins (chapter C-6.1);
- Charter of human rights and freedoms (chapter C-12);

- Highway Safety Code (chapter C-24.2);
- Code of Civil Procedure (chapter C-25.01);
- Code of Penal Procedure (chapter C-25.1);
- Real Estate Brokerage Act (chapter C-73.2);
- Act respecting duties on transfers of immovables (chapter D-15.1);
- Act respecting elections and referendums in municipalities (chapter E-2.2);
- Act respecting school elections to elect certain members of the boards of directors of English-language school service centres (chapter E-2.3);
- Election Act (chapter E-3.3);
- Act to establish Fondation, le Fonds de développement de la Confédération des syndicats nationaux pour la coopération et l’emploi (chapter F-3.1.2);
- Act to establish the Fonds de solidarité des travailleurs du Québec (F.T.Q.) (chapter F-3.2.1);
- Act respecting offences relating to alcoholic beverages (chapter I-8.1);
- Interpretation Act (chapter I-16);
- Act respecting the Ministère de l’Emploi et de la Solidarité sociale and the Commission des partenaires du marché du travail (chapter M-15.001);
- Act respecting the Ministère de la Famille, des Aînés et de la Condition féminine (chapter M-17.2);
- Act respecting labour standards (chapter N-1.1);
- Youth Protection Act (chapter P-34.1);
- Act respecting the Québec Pension Plan (chapter R-9);
- Act respecting the Pension Plan of Peace Officers in Correctional Services (chapter R-9.2);

- Act respecting the Government and Public Employees Retirement Plan (chapter R-10);
- Act respecting the Pension Plan of Management Personnel (chapter R-12.1);
- Educational Childcare Act (chapter S-4.1.1);
- Act respecting health services and social services (chapter S-4.2);
- Act respecting the Québec correctional system (chapter S-40.1);
- Courts of Justice Act (chapter T-16).

REGULATIONS AMENDED BY THIS ACT:

- Regulation respecting change of name and of other particulars of civil status (chapter CCQ, r. 4);
- Tariff of duties respecting the acts of civil status and change of name or of designation of sex (chapter CCQ, r. 10).

Bill 2

AN ACT RESPECTING FAMILY LAW REFORM WITH REGARD TO FILIATION AND AMENDING THE CIVIL CODE IN RELATION TO PERSONALITY RIGHTS AND CIVIL STATUS

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

PART I

AMENDING PROVISIONS

CHAPTER I

AMENDING PROVISIONS RESPECTING MAINLY PERSONALITY RIGHTS, CIVIL STATUS AND FILIATION

CIVIL CODE OF QUÉBEC

1. Article 5 of the Civil Code of Québec is amended by replacing “under the name assigned to him and stated” by “under the surname and usual given name assigned to him and stated”.

2. Article 33 of the Code is amended by inserting “including the presence of family violence, which includes spousal violence,” after “family environment,” in the second paragraph.

3. The Code is amended by inserting the following article after article 34:

“34.1. For a child to be considered as conceived but not yet born for the purposes of the law, the mother or the person who is to give birth must be pregnant with the child.”

4. Chapter I of Title Three of Book One of the Code is amended by replacing the portion before article 50 by the following:

“CHAPTER I

“NAME AND DESIGNATION OF SEX

“DIVISION I

“NAME

“§1. — *Assignment of name*”.

5. Article 50 of the Code is amended by replacing “includes the surname and given names” in the second paragraph by “is comprised of the surname and the given names, including the usual given name. That given name is the one commonly used by a person to identify himself and under which his civil rights are exercised”.

6. Article 51 of the Code is amended

(1) by replacing “his mother and father choose, one or more given names” by “his father and mother or his parents choose, one to four given names composed of not more than two parts”;

(2) by adding the following sentence at the end: “If the child is given more than one given name, the parents choose his usual given name from among those given names.”

7. Article 52 of the Code is amended

(1) in the first paragraph,

(a) by inserting “or of one of the parents” after “father”;

(b) by inserting “or of the other parent” after “mother”;

(2) by replacing the second paragraph by the following paragraph:

“If the disagreement is over the choice of a given name or names, the registrar assigns to the child, as the case may be, two or four given names chosen respectively by the father and mother or by the parents. If the disagreement is over the choice of the usual given name, the registrar assigns to the child such a given name from among the given names received.”

8. Article 53 of the Code is amended by replacing the first paragraph by the following paragraph:

“A child whose filiation is established with regard to only his father or his mother or one of his parents bears the surname of his father, mother or parent, as the case may be, and one to four given names chosen by his father, mother or parent, including the usual given name.”

9. Article 54 of the Code is amended

(1) by inserting “or by the parents” after “mother” in the first paragraph;

(2) in the second paragraph,

(a) by inserting “de famille” after “remplacer le nom” in the French text;

(b) by inserting “, including one designated as the usual given name,” after “use”.

10. Division II of Chapter I of Title Three of Book One of the Code becomes subdivision 2 of Division I of Chapter I of Title Three of Book One.

11. Article 55 of the Code is amended by striking out the second paragraph.

12. Article 56 of the Code is amended by replacing “married or civil union spouse” in the second paragraph by “spouse”.

13. The Code is amended by inserting the following subdivision after article 56:

“§3. — *Substitution of the usual given name*

“**56.1.** Another given name stated in the act of birth may be substituted for the usual given name on mere notice in writing presented to the registrar of civil status. A person who has been domiciled in Québec for at least one year may be the subject of such a notice. A child under one year of age, born and domiciled in Québec, is considered to have been domiciled in Québec for at least one year.

However, the rules governing a change of name apply to any subsequent substitution, with the necessary modifications.

The content of the notice, the information and documents that must accompany the notice as well as the duties payable by the person presenting the notice are determined by government regulation.

“**56.2.** A notice of substitution of the usual given name of a minor child may be presented by his tutor or by the minor alone if he is 14 years of age or over.

Except for a compelling reason, the usual given name of a minor child is not substituted if, as the case may be, the father and mother or the parents of the minor child as legal tutors, the tutor, if any, or the minor 14 years of age or over, have not been notified of the notice or if one of them objects to the substitution.

A person who wishes to present such a notice may, if an objection is made, as the case may be, by the father and mother or the parents as legal tutors, by the tutor, if any, or by the minor 14 years of age or over, submit an application to the court before the notice is presented to the registrar of civil status.

“**56.3.** A substitution of the usual given name produces its effects from the 15th day after the publication of the notice of substitution of the usual given name in accordance with the rules determined by government regulation.

However, the substitution produces its effects from the day of the alteration of the register of civil status in the following situations where publication is not required:

(1) a special exemption from publication has been granted by the Minister of Justice for reasons of general interest;

(2) it is clear that the change requested relates to a modification of the person's gender identity; or

(3) the change requested concerns a child under 6 months of age.

“56.4. A substitution of the usual given name has, with the necessary modifications, the same effects as those resulting from a change of name provided for in articles 68 to 70.”

14. Division III and subdivision 1 of Division III of Chapter I of Title Three of Book One of the Code become subdivision 4 and subdivision I of subdivision 4 of Division I of Chapter I of Title Three of Book One, respectively.

15. Subdivision 2 of Division III of Chapter I of Title Three of Book One of the Code becomes subdivision II of subdivision 4 of Division I of Chapter I of Title Three of Book One.

16. Article 58 of the Code is amended by inserting “or of one of the parents” after “mother” in the second paragraph.

17. Article 59 of the Code is amended by striking out “who is a Canadian citizen and” in the first paragraph.

18. Article 60 of the Code is amended by inserting “or of one of the parents” after “mother” in the second paragraph.

19. Article 61 of the Code is amended by inserting “or of the parents” after “mother” in the first paragraph.

20. Article 62 of the Code is amended

(1) by inserting “or the parents” after “mother” in the first paragraph;

(2) by inserting “or of one of the parents” after “mother” in the second paragraph.

21. Article 64 of the Code is amended by inserting “as well as the persons or categories of persons who may be exempt from paying those duties,” after “making the application”.

22. Subdivision 3 of Division III of Chapter I of Title Three of Book One of the Code becomes subdivision III of subdivision 4 of Division I of Chapter I of Title Three of Book One.

23. Article 65 of the Code is amended by inserting “or by one of the parents or both of them” after “mother”.

24. Article 66.1 of the Code is amended by replacing “by the father and mother” by “by the father or the mother or by one of the parents or both of them”.

25. Subdivision 4 of Division III of Chapter I of Title Three of Book One of the Code becomes subdivision IV of subdivision 4 of Division I of Chapter I of Title Three of Book One.

26. The Code is amended by inserting the following division after article 70:

“DIVISION II

“DESIGNATION OF SEX

“§1. — *General provision*

“70.1. The designation of sex appearing in a person’s act of birth and act of death designates the person’s sex attested at birth or the person’s gender identity if the gender identity does not correspond to the sex attested at birth.

The designation of sex is represented by letter symbols that refer to the identifiers “male”, “female” and “non-binary”. A government regulation determines the letter symbols to be used.”

27. Division IV of Chapter I of Title Three of Book One of the Code becomes subdivision 2 of Division II of Chapter I of Title Three of Book One.

28. Article 71 of the Code is amended by striking out “and is a Canadian citizen” in the third paragraph.

29. Division V of Chapter I of Title Three of Book One of the Code becomes Division III of Chapter I of Title Three of Book One.

30. Article 80 of the Code is amended by inserting “or the parents” after “mother” in the second paragraph.

31. Article 93 of the Code is amended, in the first paragraph,

(1) by replacing “his or her birth” by “the person’s birth”;

(2) by replacing “the spouse, the names of his or her father and mother as well as his or her last domicile, and the date,” by “the person’s spouse and father and mother or parents, as well as the person’s last domicile, and date.”

32. Article 111 of the Code is amended by inserting “or of the parent who gave birth to the child” at the end of the second paragraph.

33. Article 114 of the Code is amended by replacing the first paragraph by the following paragraphs:

“Only the father, mother or parent may declare the filiation of a child with regard to themselves. However, where the child is conceived or born during the marriage, civil union or *de facto* union, one of the spouses may declare the filiation of the child with regard to the other spouse.

In the case of a *de facto* union, the declaring spouse must provide, with the declaration of birth, an affidavit in which the spouse states the facts and circumstances showing that the child was born during the union or within 300 days after the end of the union. The spouse must also attach to the declaration an affidavit from a third person corroborating the spouse’s affidavit and, where applicable, any other evidence proving the union. If need be, the registrar of civil status makes a summary investigation to obtain additional information.”

34. Article 115 of the Code is replaced by the following article:

“115. A declaration of birth states the name assigned to the child, the usual given name if the child has more than one given name, the sex, the place, date and time of birth, and the name and domicile of the child’s father and mother or parents. It also states the family relationship between the declarant and the child. The declarant is then designated as being the father, mother or parent according to the designation of sex appearing in the declarant’s act of birth or, at the declarant’s choice, as being the child’s parent.”

35. The Code is amended by inserting the following article after article 116:

“116.1. The obligation, for those who must draw up an attestation of birth or declare the birth of a child, to indicate the child’s sex in the attestation or declaration may not be made dependent on the requirement for the child to have undergone any medical treatment or surgical operation whatsoever.”

36. Article 119 of the Code is amended by inserting “or of the parents” after “mother” in the first paragraph.

37. Article 121.2 of the Code is amended by replacing “and witnesses” by “or of their parents, and of the witnesses” in the first paragraph.

38. Article 126 of the Code is amended

(1) by replacing “and sex,” by “, designation of sex appearing in the act of birth, and”;

(2) by inserting “or of the parents” after “mother”.

39. The Code is amended by inserting the following subdivision after article 129:

“§1.1. — *Change of parental designation*

“**129.1.** Any person may apply to have the designation “father”, “mother” or “parent” appearing in their child’s act of birth correspond to the designation of sex appearing in their act of birth or, at their choice, to have the designation “parent” appear in their child’s act of birth.

A child 14 years of age or over shall be notified of such an application and may object to the change of the designation “father” or “mother”, as the case may be. If an objection is made, the designation “parent” is assigned. A minor under 14 years of age shall be informed of the change made to his act by the person having parental authority.

The rules of procedure for such an application and the duties payable by the person making the application are determined by government regulation.”

40. Article 132.0.1 of the Code is amended by inserting “or of the parents” after “mother” in the first paragraph.

41. Article 146 of the Code is replaced by the following article:

“**146.** A certificate of civil status states the person’s name and designation of sex, the place and date of birth as well as the name of the father and mother or of the parents and, if the person is deceased, the place and date of death. It also states, if applicable, the place and date of the person’s marriage or civil union and the name of the spouse.

The registrar of civil status may also issue certificates of birth, marriage, civil union or death bearing only the particulars determined by government regulation.”

42. Article 147 of the Code is amended by adding the following paragraph at the end:

“A detailed attestation deals with the information contained in the copy of the attestation of birth transmitted by the accoucheur to the registrar of civil status and with the nature of the changes made to an act of birth, if any.”

43. Article 148 of the Code is amended by adding the following sentence at the end of the second paragraph: “He issues detailed attestations only to the person whose birth is attested in the act of birth.”

44. Article 149 of the Code is amended

(1) by striking out the last sentence of the first paragraph;

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

“In cases of adoption, the adoptee may, in accordance with article 583, obtain a copy of the original act. The same applies for the descendants in the first degree of a deceased adoptee. The other persons mentioned in the new act may obtain a copy of it if the court, having ascertained that the other conditions of law have been met, so authorizes. The authorities responsible under the law for disclosing information about the identity of the parent of origin and information making contact with that parent possible may, pursuant to an application by the adoptee or the adoptee’s descendants in the first degree, if applicable, to obtain that information, obtain a copy of the original act.”

45. Article 151 of the Code is amended by replacing “register are fixed” in the third paragraph by “register, as well as the persons or categories of persons who may be exempt from paying the duties, are determined”.

46. Article 171 of the Code is amended by inserting “or of his parents” at the end.

47. Article 178 of the Code is amended by replacing “the father or mother designates a tutor” in the second paragraph by “a tutor is designated by the father or mother or by the parents or one of them, as the case may be,”.

48. Article 183 of the Code is amended

(1) by replacing “Fathers and mothers,” in the first paragraph by “The father and mother or the parents,”;

(2) by replacing “fathers and mothers” in the second paragraph by “the father and mother or the parents”.

49. Article 184 of the Code is amended by inserting “or the parent” after “mother”.

50. Article 186 of the Code is amended by inserting “or the parents” after “mother”.

51. Article 192 of the Code is amended

(1) by inserting “or the parents” after “mother” in the first paragraph;

(2) by replacing “The father and mother” in the second paragraph by “They”.

52. Article 193 of the Code is amended

(1) by inserting “or the parents” after “mother”;

(2) by replacing “one parent” and “his” by “one of them” and “their”, respectively.

53. Article 195 of the Code is amended by inserting “or the parents” after “mother”.

54. Article 196 of the Code is amended by inserting “or the parents” after “mother” in the first paragraph.

55. Article 198 of the Code is amended by inserting “or a parent” after “mother”.

56. Article 199 of the Code is amended, in the first paragraph,

(1) by inserting “or the parents” after “the father and mother”;

(2) by inserting “or his parents” at the end.

57. Article 199.1 of the Code is amended

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

“The father or mother of a minor child or the child’s parents or one of them may designate a person to whom may be delegated or with whom may be shared the offices of legal tutor and of person having parental authority where it is impossible for them or for one of them to fully assume those offices or where there is disengagement toward the child.”;

(2) in the second paragraph,

(a) by replacing “the father or mother” by “one of them”;

(b) by replacing “or a spouse of that ascendant or relative” by “, a spouse of that ascendant or relative or a member of the child’s foster family”.

58. Article 199.2 of the Code is amended

(1) by inserting “or of the parents or one of them” after “mother” in the first paragraph;

(2) by inserting “or the parents” after “mother” in the second paragraph.

59. Article 199.3 of the Code is amended

(1) by inserting “or of the parents or one of them” after the first occurrence of “mother”;

(2) by replacing “either the father or the mother” by “one of them”.

60. Article 199.5 of the Code is amended by replacing “mother without the father’s or mother’s consent, unless the father or mother is prevented from expressing his or her wishes” by “the mother or by the parents or one of them without their consent, unless they are prevented from expressing their will”.

61. Article 199.6 of the Code is amended by inserting “or parent” after “mother”.

62. Article 199.7 of the Code is amended by inserting “or one of the parents” after “mother”.

63. Article 199.8 of the Code is amended by inserting “or one of the parents” after “mother”.

64. Article 199.9 of the Code is amended by inserting “or to the parents or one of them” after “mother” in the second paragraph.

65. Article 200 of the Code is amended by replacing “A father or mother may appoint a tutor to his or her” by “The father or mother or one of the parents may appoint a tutor to their”.

66. Article 201 of the Code is amended

(1) by replacing “parent or to the last parent who is able to exercise tutorship, as the case may be, if that parent” and “his” in the first paragraph by “person among the father and mother or among the parents or to the last person among them who is able to exercise tutorship, as the case may be, if that person” and “their”, respectively;

(2) by replacing “both parents” in the second paragraph by “the father and mother or the parents”.

67. Article 202 of the Code is amended by inserting “or one of the parents” after “mother” in the first paragraph.

68. Article 203 of the Code is amended by inserting “or one of the parents” after “mother”.

69. Article 205 of the Code is amended by inserting “or by the parents” after “mother” in the first paragraph.

70. Article 206 of the Code is amended by inserting “or one of the parents” after “mother”.

71. Article 207 of the Code is amended

- (1) by inserting “or whose parents” after “whose father and mother”;
- (2) by inserting “or to his parents” at the end.

72. Article 209 of the Code is amended by inserting “or parents” after “mothers”.

73. Article 218 of the Code is amended by inserting “or the parents” at the end.

74. Article 223 of the Code is amended by inserting “or the parents” after “mother” in the first paragraph.

75. Article 225 of the Code is amended

- (1) by replacing “appointed by the father or mother of a minor or the father and mother” in the first paragraph by “, appointed by the father or mother or by one of the parents of a minor, or the parents”;
- (2) by inserting “or the parents” after “mother” in the second paragraph.

76. Article 226 of the Code is amended

- (1) by inserting “or the parents” after “mother” in the first paragraph;
- (2) by inserting “or the lines of each of the two parents” after “lines” in the third paragraph.

77. Article 228 of the Code is amended by inserting “or the lines of each of the two parents” after “lines” in the first paragraph.

78. Article 381 of the Code is amended by inserting “or of the parents” after “mothers” in the second paragraph.

79. Article 513 of the Code is amended by replacing “fathers and mothers” in the second paragraph by “the father and mother or of the parents”.

80. Article 525 of the Code is replaced by the following article:

525. A child born during a marriage, civil union or *de facto* union or within 300 days after its dissolution or annulment or, in the case of a *de facto* union, its end, is presumed to have as the other parent the spouse of his mother or of the parent who gave birth to him.

The presumption is rebutted with regard to the former spouse where the child is born within 300 days of the dissolution or annulment of the marriage or civil union or of the end of the *de facto* union, but after a subsequent marriage, civil union or *de facto* union of his mother or of the parent who gave birth to him.

The presumption is also rebutted if the child is born more than 300 days after the judgment ordering separation from bed and board of married spouses, unless the spouses have voluntarily resumed their community of life before the birth.

The presumption is rebutted as well if the child is born of an assisted procreation activity carried out after the death of the spouse of his mother or of the parent who gave birth to him.”

81. Article 535 of the Code is amended, in the second paragraph,

- (1) by striking out “husband or civil union”;
- (2) by inserting “or parent” after “father”.

82. The Code is amended by inserting the following article after article 535.1:

“535.2. The court may establish the filiation of a child born of an assisted procreation activity with a person who was deceased at the time the activity was carried out if it is shown to the court that

- (1) the person was a party to the parental project at the time of the death; and
- (2) the child was conceived using that person’s reproductive material or, as applicable, the reproductive material that the person had decided to use to have a child.

Participation of that person in the parental project is presumed if that person and the parent with regard to whom filiation with the child is established were spouses at the time of the death and if the child is born of a transfer of an embryo created before the death.”

83. Article 538.3 of the Code is replaced by the following article:

“538.3. A child born of a parental project between spouses involving the use of the reproductive material of a third person and whose birth occurred during the spouses’ union or within 300 days after the dissolution or annulment of their marriage or civil union or the end of their *de facto* union is presumed to have as the other parent the spouse of his mother or of the parent who gave birth to him.

The presumption is rebutted with regard to the former spouse where the child is born within 300 days of the dissolution or annulment of the marriage or civil union or of the end of the *de facto* union, but after a subsequent marriage, civil union or *de facto* union of his mother or of the parent who gave birth to him.

The presumption is also rebutted if the child is born more than 300 days after the judgment ordering separation from bed and board of married spouses, unless the spouses have voluntarily resumed their community of life before the birth.

The presumption is rebutted as well if the child is born of an assisted procreation activity carried out after the death of the spouse of his mother or of the parent who gave birth to him.”

84. Article 539 of the Code is amended by replacing “or civil union spouse” in the first paragraph by “, civil union or *de facto* spouse”.

85. Article 540 of the Code is repealed.

86. Article 544 of the Code is amended by replacing “mother or his tutor” by “mother, his parents or his tutor”.

87. Article 555 of the Code is amended by inserting “or of either parent” after “mother”.

88. Article 559 of the Code is amended

(1) by inserting “nor his filiation with regard to either of his parents” after “maternal filiation” in paragraph 1;

(2) by replacing “mother, father or tutor” in paragraph 2 by “father and mother or parents or tutor”;

(3) by inserting “or parents” after “mother” in paragraph 3;

(4) by inserting “nor parents” after “mother” in paragraph 4.

89. Article 561 of the Code is amended by replacing “mother or tutor” by “his mother, one of his parents or his tutor”.

90. Article 576 of the Code is amended by inserting “or parents” after “mother”.

91. Article 577 of the Code is amended by inserting “or of one of his parents” after “mother” in the second paragraph.

92. Article 579 of the Code is replaced by the following article:

“579. In the case of an adoption of a child domiciled in Québec by a person also domiciled in Québec, exchanges of information concerning the adoptee and members of his family of origin may be provided for, or personal relations between those persons may be maintained or developed, to the extent that establishing such exchanges or maintaining or developing such relations is in the interest of the adoptee. If the adoptee is 10 years of age or over, his consent must be obtained, unless he is unable to express his will. Those exchanges may take place and those relations may be maintained or developed by any means appropriate to the situation and the persons are not required to be in the physical presence of each other. The terms for the exchanges or relations shall be agreed on in writing between the adopter, as the adoptee’s tutor, or the adoptee 14 years of age or over and the members concerned of the family of origin.

Where an adoptee 10 years of age or over, but under 14 years of age, does not consent to exchanging information or to maintaining or developing relations with a parent or grandparent of origin, or if there is a disagreement between the parties in that respect, the exchanges or the maintenance or development of the relations are determined by the court, to the extent that they are in the interest of the adoptee and that they concern persons who are important to him.

In all cases, the consent of the adoptee 14 years of age or over is required to provide for such exchanges or for the maintenance or development of such relations and the adoptee may, from that age, put an end to such exchanges or relations without formality, whether or not an order has been issued by the court.”

93. Article 583 of the Code is replaced by the following article:

“583. An adoptee, including one under 14 years of age who has obtained the approval of his father and mother, of his parents or of his tutor, has the right to obtain, from the authorities responsible under the law for disclosing such information, his original name, the name of his parents of origin, whether or not the bond of filiation has been entered in the original act of birth, and information making it possible for him to contact them.

The adoptee also has the right to obtain a copy of his original act of birth and of the judgments concerning the adoption, according to the terms determined by government regulation.

Likewise, once the adoptee has reached full age, his parents of origin have the right to obtain the name given to him and information making it possible for them to contact him.

No such information may be disclosed, however, if an identity disclosure veto or a contact veto, as the case may be, bars their disclosure. In addition, the communication of a document must be made in keeping with any contact veto registered and the passages providing information making contact with a parent of origin possible must be deleted or redacted accordingly.

The authorities that disclose information concerning a parent of origin whose filiation with regard to the adoptee has not been entered in the original act of birth are not liable for any injury which may result from an error not due to their act or omission in the identification of the parent.”

94. The Code is amended by inserting the following article after article 583:

“**583.0.1.** The descendants in the first degree of an adoptee who are 14 years of age or over may, if the adoptee is deceased, obtain from the authorities responsible under the law for disclosing such information and documents, the same information and the same documents that the adoptee may obtain under this division, subject to the same conditions.”

95. Article 583.3 of the Code is repealed.

96. Article 583.4 of the Code is amended

(1) by replacing “in the year following” in the first paragraph by “in the 30 days following”;

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

“Such an identity disclosure veto by the parent of origin ceases to have effect on the adoptee’s eighteenth birthday. The same applies to the identity protection granted, by operation of law, to the adoptee where such a veto is registered by the parent of origin.”

97. Article 583.5 of the Code is amended by striking out “and the parent of origin may register an identity disclosure veto until a first request for information about him is made”.

98. Article 583.6 of the Code is amended

(1) by inserting “Whether or not the bond of filiation has been entered in the original act of birth,” at the beginning;

(2) by replacing “or allowing contact” by “or, where applicable, in the case of the parent of origin, barring any contact between the latter and the adoptee’s descendants in the first degree, or may allow contact”.

99. Article 583.7 of the Code is amended

(1) by inserting “or to maintain or withdraw a veto already registered by him” after “contact veto” in the first paragraph;

(2) in the second paragraph,

(a) by inserting “or incapable of expressing his will” after “untraceable”;

(b) by inserting “or again becomes capable of expressing his will” after “found”.

100. Article 583.8 of the Code is amended

(1) by striking out “or by a third person” in the first paragraph;

(2) by replacing the second paragraph by the following paragraph:

“If the person is untraceable or incapable of expressing his will, the veto registered by operation of law is maintained. In the event the person is found or again becomes capable of expressing his will, he must be given the opportunity to maintain or withdraw the veto.”

101. Article 583.10 of the Code is replaced by the following article:

“583.10. Unless the parent of origin has registered an identity disclosure veto, the adoptee, including one under 14 years of age who has obtained the approval of his father and mother, of his parents or of his tutor, has the right to obtain, from the authorities responsible under the law for disclosing such information, the names of his brothers or sisters of origin who have reached full age, whether adopted or not, and those of his grandparents of origin and, to the extent that they consent to it, the information making it possible for the adoptee to contact them.

Likewise, once the adoptee has reached full age, his brothers and sisters of origin, whether adopted or not, including the ones under 14 years of age who have obtained the approval of their father and mother, of their parents or of their tutor, as well as his grandparents of origin have the right to obtain the name given to the adoptee and information making it possible to contact him, to the extent that the adoptee consents to it.”

102. Article 583.12 of the Code is replaced by the following article:

“583.12. In the case of an adoption of a child domiciled outside Québec, the identity of the parent of origin and the documents to which the adoptee is entitled are communicated to the adoptee, to the extent that the law of the child’s State of origin does not provide for different rules. Disclosure of the

identity of the adoptee or of another person sought and of information making it possible to contact the adoptee, the parent of origin or another person sought is subject to the consent of that person, unless, as the case may be, the law of the child's State of origin provides otherwise."

103. Article 584 of the Code is amended, in the first paragraph,

(1) by replacing "concludes that harm could be caused to the adoptee's health or to that of a parent of origin or any close relatives" by "is of the opinion that the health of the adoptee, of a parent of origin or of any of their close relatives";

(2) by replacing "if any of them were deprived of the information the physician requires" by "warrants it";

(3) by replacing "the latter may obtain the medical information required" by "the physician may obtain the necessary medical information".

104. Article 597 of the Code is amended by inserting "or to his parents" at the end.

105. Article 598 of the Code is amended by inserting "or of his parents" after "mother".

106. Article 599 of the Code is amended

(1) by inserting "or the parents" after "mother" in the first paragraph;

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

"They exercise their authority without any violence."

107. Article 600 of the Code is amended

(1) by inserting "or the parents" after "mother" in the first paragraph;

(2) by replacing "either parent", "his or her" and "other parent" in the second paragraph by "either of them", "their" and "other", respectively.

108. Article 603 of the Code is amended

(1) by inserting "or the parent" after "mother";

(2) by replacing "he or she is" and "other parent" by "they are" and "other", respectively.

109. The Code is amended by inserting the following article after article 603:

“603.1. The father or the mother or the parent may, without the other parent’s consent, due to a situation of family violence, which includes spousal violence, or of sexual violence, caused by that other parent, request health services or social services, including psychosocial support services, recognized by the Minister of Justice, for their child.

To that end, the father or the mother or the parent must first obtain an attestation from a public servant or public officer designated by the Minister of Justice who, on examining the affidavit of the father, mother or parent attesting that there exists such a situation of violence and other factual elements or documents supporting that affidavit provided by persons in contact with the persons who are victims, considers that the request is a measure beneficial to the health and safety of the child. The public servant or public officer must act promptly.”

110. Article 605 of the Code is amended by inserting “or the parents” after “mother”.

111. Article 606 of the Code is amended, in the first paragraph,

(1) by replacing “father, the mother or” by “father and mother or the parents”;

(2) by inserting “, including the presence of family violence, which includes spousal violence” after “interest of the child”.

112. Article 610 of the Code is amended by inserting “or a parent” after “mother”.

113. Article 611 of the Code is replaced by the following article:

“611. Personal relations between the child and his grandparents may be maintained or developed to the extent that it is in the child’s interest and that, if the child is 10 years of age or over, he consents to it, unless he is unable to express his will. Such relations may, on the same conditions, be maintained with the former spouse of the child’s father, mother or parent, provided that person is important to the child. Those relations may be maintained or developed by any means appropriate to the situation and the persons are not required to be in the physical presence of each other. The terms governing such relations may be agreed on in writing between the child’s father, mother or parent as tutor, the child’s tutor, if applicable, or the child 14 years of age or over, and the child’s grandparents or the former spouse of his father, mother or parent, as the case may be.

If a child 10 years of age or over, but under 14 years of age, does not give his consent or if there is a disagreement between the parties, maintenance or development of those relations is determined by the court.

In all cases, the consent of a child 14 years of age or over is required for such relations to be maintained or developed and the child may, from that age, put an end to them without further formality, whether or not an order has been issued by the court.”

114. The Code is amended by inserting the following article after article 643:

“**643.1.** Remittance of a share of the balance of a demand deposit account to the surviving co-holder under section 3 of the Act respecting remittance of deposits of money to account co-holders who are spouses or former spouses (2022, chapter 22, section 291) that exceeds the share to which the co-holder is entitled does not by itself entail acceptance of the succession.”

115. Article 670 of the Code is amended by inserting “or the parents” after “mother” in the first paragraph.

116. Article 676 of the Code is amended by inserting “or the lines related to each of his parents” after “of the deceased” in the second paragraph.

117. Article 679 of the Code is amended by inserting “or the lines related to each of the parents” after “maternal lines” in the first paragraph.

118. Article 1814 of the Code is amended by replacing “Fathers and mothers or tutors” in the first paragraph by “The father and mother, the parents or the tutor”.

119. Article 1974.1 of the Code is amended

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

“A lessee may resiliate the current lease if, because of sexual violence, spousal violence or violence towards a child living in the dwelling covered by the lease, the safety of the lessee or of the child is threatened.”;

(2) by striking out “or sexual aggression,” in the third paragraph.

120. Article 2926.1 of the Code is amended by replacing “from a sexual aggression, violent behaviour suffered during childhood, or the violent behaviour of a spouse or former spouse” in the first paragraph by “from violent behaviour suffered during childhood, sexual violence or spousal violence”.

121. Article 3084.1 of the Code is amended by striking out “and nationality” in the second paragraph.

ACT RESPECTING CLINICAL AND RESEARCH ACTIVITIES
RELATING TO ASSISTED PROCREATION

122. Section 1 of the Act respecting clinical and research activities relating to assisted procreation (chapter A-5.01) is amended by inserting “or persons who carry a child and” after “women” in the first paragraph.

123. Section 2 of the Act is amended, in subparagraph 1,

- (1) by replacing “in women” by “in a woman or a person”;
- (2) by inserting “or a person” after “a woman or a man”.

124. Section 10 of the Act is amended, in the second paragraph,

- (1) by inserting “or person who carries the child” after “of the woman”;
- (2) by replacing “the woman’s age” by “the age of the woman or person who carries the child”.

125. Section 10.3 of the Act is amended

- (1) by inserting “or person” after “into a woman” in the first paragraph;
- (2) by inserting “or person” and “or person’s” in the second paragraph after “into a woman” and “in the woman’s”, respectively.

ACT RESPECTING LEGAL AID AND THE PROVISION OF CERTAIN
OTHER LEGAL SERVICES

126. Section 1.1 of the Act respecting legal aid and the provision of certain other legal services (chapter A-14) is amended by inserting “or the parents” after “mother and father” in paragraph 2.

127. Section 1.2 of the Act is amended, in subparagraph 1 of the first paragraph,

- (1) by inserting “or one of the parents,” after “the father or the mother”;
- (2) by inserting “or parent” after “neither married nor the father or mother”;
- (3) by inserting “or parent” after “person nor the father or mother”.

128. The Act is amended by inserting the following section after section 4:

“**4.0.1.** Legal aid shall be granted free of charge to every minor child, regardless of the child’s financial eligibility and for all the services offered under this Act and the regulations.”

129. Section 80 of the Act is amended by inserting “or one of the parents” after “mother” in subparagraph *a* of the first paragraph.

130. The Act is amended by inserting the following section after section 83.1:

“83.1.1. In addition to the functions and duties assigned to it by Chapter II, the Commission des services juridiques shall see that legal services are offered to a non-represented party, for the examination or cross-examination of the other party or of a child, where the court orders the appointment of an advocate in accordance with article 278 of the Code of Civil Procedure (chapter C-25.01) or orders that a child be examined or cross-examined by an advocate under section 85.4.1 of the Youth Protection Act (chapter P-34.1).”

ACT RESPECTING PARENTAL INSURANCE

131. Section 2 of the Act respecting parental insurance (chapter A-29.011) is amended

(1) by replacing “in connection with a pregnancy or the delivery of a child” in paragraph 1 by “or exclusive benefits for the person, in connection with pregnancy or delivery”;

(2) by inserting “or exclusive benefits for the non-birthing parent” after “paternity benefits” in paragraph 2;

(3) by replacing “exclusive and” in paragraph 3 by “exclusive or”.

132. The heading of subdivision 1 of Division I of Chapter II of the Act is amended by adding “*or exclusive benefits for the person, in connection with pregnancy or delivery*” at the end.

133. Section 7 of the Act is amended

(1) by inserting “or exclusive benefits for the person, in connection with pregnancy or delivery,” after “benefits” in the first paragraph;

(2) by striking out both occurrences of “maternity” in the second paragraph;

(3) in the third paragraph,

(a) by replacing “of maternity benefits” by “of the benefits provided for in the first paragraph”;

(b) by striking out “maternity” before “benefit period”.

134. Section 8 of the Act is amended

(1) by replacing “as in the case of maternity” in the first paragraph by “as those provided for in the first paragraph of section 7”;

(2) by striking out “maternity” in the second paragraph.

135. The heading of subdivision 2 of Division I of Chapter II of the Act is amended by adding “*or exclusive benefits for the non-birthing parent*” at the end.

136. Section 9 of the Act is amended by replacing “paternity benefits is 5 or, in the case of an election pursuant to section 18, 3” by “paternity benefits or exclusive benefits for the non-birthing parent is five or, in the case of an election pursuant to section 18, three”.

137. Section 12.1 of the Act is amended by adding the following paragraph at the end:

“If the adoption outside Québec does not materialize, the welcome and support benefits relating to an adoption paid during the weeks preceding the child’s arrival are not recoverable, up to the number of weeks provided for in the third paragraph.”

CHARTER OF HUMAN RIGHTS AND FREEDOMS

138. The Charter of human rights and freedoms (chapter C-12) is amended by inserting the following section after section 39:

“**39.1.** Every person has a right, to the extent provided for by law, to know his origins.”

CODE OF CIVIL PROCEDURE

139. Article 108 of the Code of Civil Procedure (chapter C-25.01) is amended by inserting “documents containing information relating to the parent of origin,” after “psychosocial evidence,” in the third paragraph.

140. Article 160 of the Code is amended by inserting “or parents” after “mother” in the first paragraph.

141. Article 278 of the Code is amended by adding the following paragraph at the end:

“The court may, on application or on its own initiative, prevent an unrepresented party from examining or cross-examining the other party or a child, where the unrepresented party has been indicted or is subject to an order, an undertaking or a recognizance under the Criminal Code (Revised Statutes of Canada, 1985, chapter C-46) concerning that other party or that child in relation to family violence, which includes spousal violence, or to sexual violence, or where the unrepresented party is subject to a civil protection order or to an application, agreement or decision relating to youth protection also concerning that other party or that child or where the court considers that such a context of violence exists. In such a case, the court orders that a lawyer be designated to conduct the examination or cross-examination.”

142. Article 336 of the Code is amended by replacing the third paragraph by the following paragraph:

“A judgment relating to adoption is notified to the parties or their representatives in compliance with the rules governing the publication of judgments in family matters, unless the court decides, on application or on its own initiative, to depart from those rules. Those rules do not apply where the child or the adopter is domiciled outside Québec or where the judgment is notified to the director of youth protection and to the Minister of Health and Social Services. If it is notified to the party entrusted with the parental authority, the judgment ordering the child’s placement or adoption is accompanied by a certificate attesting the parental authority. In the case of a judgment declaring a child judicially eligible for adoption, such certificate may be sent to the person who was entrusted with the parental authority if that person so requests it.”

143. Article 404 of the Code is amended by inserting “or parents” after “mother” in the first paragraph.

144. Article 432 of the Code is amended by inserting “, the parents” after “mother” in the second paragraph.

145. Article 434 of the Code is amended by inserting “or to one of the parents” after “mother” in the first paragraph.

146. Article 435 of the Code is amended by inserting “or on the parents” after “mother”.

147. The Code is amended by inserting the following article after article 436:

“436.1. To be admissible, an application for placement and an application for an order of transfer of a child in relation to an adoption based on special consent while the child is not the subject of a report must be filed together with a document containing the information relating to the parent of origin in order to complete, if applicable, a summary of the child’s family and medical antecedents as provided for in the Youth Protection Act (chapter P-34.1).”

148. Article 437 of the Code is amended by inserting “, parents” after “mother” in the first paragraph.

149. Article 451 of the Code is amended by replacing “by the mother and father, or by either parent” in the second paragraph by “by the father and mother or the parents, or by either of them”.

INTERPRETATION ACT

150. The Interpretation Act (chapter I-16) is amended by inserting the following section after section 61.1:

“61.2. Subject to special provisions to the contrary, in the expressions “the father and the mother or the parents”, “the father or the mother or the parent”, “the father or the mother or one of the parents”, “the father or mother or the parents or one of them”, “the father and mother or the parents”, “the father or the mother or either parent” or in any other similar expression, a parent is any person with regard to whom a child’s filiation is established in accordance with the rules of the Civil Code.”

ACT RESPECTING THE MINISTÈRE DE L’EMPLOI ET DE LA SOLIDARITÉ SOCIALE AND THE COMMISSION DES PARTENAIRES DU MARCHÉ DU TRAVAIL

151. Section 57.2 of the Act respecting the Ministère de l’Emploi et de la Solidarité sociale and the Commission des partenaires du marché du travail (chapter M-15.001) is amended by inserting “56.3,” after “articles” in the first paragraph.

ACT RESPECTING LABOUR STANDARDS

152. Section 1 of the Act respecting labour standards (chapter N-1.1) is amended

(1) in the first paragraph,

(a) by inserting “or the parents” after “mother” in subparagraph *b* of subparagraph 3;

(b) by replacing “un salarié employé” and “le salarié” in subparagraph 6 in the French text by “une personne salariée employée” and “la personne salariée”, respectively;

(c) by replacing “un salarié” in subparagraph 7 in the French text by “une personne salariée”;

(d) by replacing “d’un salarié” in subparagraph 9 in the French text by “d’une personne salariée”;

(e) by replacing “salarié” and “ce mot” in subparagraph 10 in the French text by “personne salariée” and “cette expression”, respectively;

(f) by replacing “le salarié est lié” in subparagraph 12 in the French text by “la personne salariée est liée”;

- (2) in the second paragraph,
- (a) by replacing “le salarié” in the French text by “la personne salariée”;
- (b) by replacing “other person” by “employee”.

153. Section 74 of the Act is amended

(1) by replacing all occurrences of “du salarié visé” and “du salarié” in the first paragraph in the French text by “de la personne salariée visée” and “de la personne salariée”, respectively;

(2) in the second paragraph,

(a) by replacing “un salarié est absent”, all occurrences of “il”, and “Le salarié visé” in the French text by “une personne salariée est absente”, “elle” and “La personne salariée visée”, respectively;

(b) by replacing “on maternity or paternity leave” by “if the employee took the leave provided for in section 81.2 or 81.4”;

(c) by replacing “his” by “the employee’s”;

(3) by replacing “an employee on maternity or paternity leave” in the third paragraph by “an employee who took the leave provided for in section 81.2 or 81.4”;

(4) by replacing “the employee would have been entitled if he had not been absent” in the fourth paragraph by “the employee would have been entitled if the employee had not been absent”.

154. Section 79.6.1 of the Act is amended

(1) by replacing ““relative” means, in addition to the employee’s spouse, the child, father, mother, brother, sister and grandparents of the employee” in the first paragraph by ““relative” means, in addition to the employee’s spouse, the child, father, mother, or one of the parents, brother, sister and grandparents of the employee”;

(2) by replacing the second paragraph in the French text by the following paragraph:

“Est de plus considéré comme membre de la famille de la personne salariée pour l’application de ces articles :

1° une personne ayant agi ou agissant comme famille d’accueil pour la personne salariée ou son conjoint;

2° un enfant pour lequel la personne salariée ou son conjoint a agi ou agit comme famille d'accueil;

3° le tuteur, le curateur ou la personne sous la tutelle ou sous la curatelle de la personne salariée ou de son conjoint;

4° la personne inapte ayant désigné la personne salariée ou son conjoint comme mandataire;

5° toute autre personne à l'égard de laquelle la personne salariée a droit à des prestations en vertu d'une loi pour l'aide et les soins qu'elle lui procure en raison de son état de santé."

155. Section 79.7 of the Act is amended

(1) by replacing "Un salarié" and "parent ou d'une personne pour laquelle le salarié" in the first paragraph in the French text by "Une personne salariée" and "membre de la famille ou d'une personne pour laquelle la personne salariée", respectively;

(2) by replacing "au salarié" in the third paragraph in the French text by "à la personne salariée";

(3) in the fourth paragraph,

(a) by replacing "Le salarié" in the French text by "La personne salariée";

(b) by replacing both occurrences of "his" by "the employee's";

(4) by replacing "on being credited with three months of uninterrupted service, even if he was absent" in the fifth paragraph by "on being credited with three months of uninterrupted service, even if the employee was absent".

156. Section 79.8 of the Act is amended

(1) in the first paragraph,

(a) by replacing "Un salarié", "d'un parent ou d'une personne pour laquelle le salarié" and "ce parent" in the French text by "Une personne salariée", "d'un membre de la famille ou d'une personne pour laquelle la personne salariée" and "ce membre de la famille", respectively;

(b) by replacing "he" by "the employee";

(2) by replacing "du salarié" and "le salarié" in the second paragraph in the French text by "de la personne salariée" and "la personne salariée", respectively.

157. Section 79.8.1 of the Act is amended

(1) by replacing “Un salarié”, “parent” and “le salarié” in the French text by “Une personne salariée”, “membre de la famille” and “la personne salariée”, respectively;

(2) by replacing “he” and “his” by “the employee” and “the employee’s”, respectively.

158. Section 79.11 of the Act is replaced by the following section:

“**79.11.** An employee may be absent from work for a period of not more than 104 weeks if the employee’s spouse, child of full age, father, mother or one of the employee’s parents commits suicide.”

159. Section 80 of the Act is amended by replacing “An employee may be absent from work for two days without reduction of wages by reason of the death or the funeral of his spouse, his child or the child of his spouse, or of his father, mother, brother or sister. He” by “An employee may be absent from work for two days without reduction of wages by reason of the death or the funeral of the employee’s spouse or child, the child of the employee’s spouse, the employee’s brother, sister, father, mother or one of the employee’s parents. The employee”.

160. Section 80.1 of the Act is amended

(1) by replacing “Un salarié” in the French text by “Une personne salariée”;

(2) by replacing “of the father, mother, brother or sister” by “of a brother, a sister, the father, the mother or one of the parents”;

(3) by replacing both occurrences of “his” by “the employee’s”.

161. Section 81 of the Act is amended

(1) in the first paragraph,

(a) by replacing “Un salarié” in the French text by “Une personne salariée”;

(b) by replacing “his or her” by “the employee’s”;

(2) in the second paragraph,

(a) by replacing “Un salarié” in the French text by “Une personne salariée”;

(b) by replacing “of his or her child, father, mother, brother or sister or of a child of his or her spouse” by “of the employee’s child, brother, sister, father, mother, or of one of the employee’s parents, or of a child of the employee’s spouse”;

(3) in the third paragraph,

(a) by replacing “Le salarié” in the French text by “La personne salariée”;

(b) by replacing “his or her employer of his or her absence” by “the employer of such an absence”.

162. Section 81.4 of the Act is amended

(1) in the first paragraph,

(a) by replacing “A pregnant employee is entitled to a maternity leave” by “A pregnant employee is entitled to a maternity leave or personal leave in connection with pregnancy or delivery”;

(b) by replacing “her” by “the employee’s”;

(c) by striking out “maternity” after “consents to a longer”;

(2) in the second paragraph,

(a) by replacing “The employee may spread the maternity leave as she” by “The employee may spread the leave as the employee”;

(b) by striking out “maternity” after “where the”.

163. Section 81.4.1 of the Act is replaced by the following section:

“81.4.1. If the delivery takes place after the expected date, the employee is entitled, after the delivery, to at least two weeks of maternity leave or personal leave in connection with pregnancy or delivery.”

164. Section 81.5 of the Act is amended by replacing “maternity leave” by “leave provided for in section 81.4”.

165. Section 81.5.1 of the Act is amended

(1) in the first paragraph,

(a) by inserting “or the pregnant person” after “mother”;

(b) by replacing “the employee is entitled to a special maternity leave” by “the employee is entitled to a special leave”;

(2) by striking out “maternity” in the second paragraph.

166. Section 81.5.2 of the Act is amended

(1) by replacing “the employee is entitled to a special maternity leave” in the first paragraph by “the employee is entitled to a special leave”;

(2) by replacing the second paragraph by the following paragraph:

“If the termination of pregnancy occurs in or after the twentieth week, the employee is entitled to the leave provided for in section 81.4. Section 81.5 applies to that leave, with the necessary modifications.”

167. Section 81.6 of the Act is amended

(1) by replacing “maternity leave” in the first paragraph by “leave provided for in section 81.4”;

(2) by inserting “personne” after “besoin de la” in the second paragraph in the French text.

168. Section 81.8 of the Act is amended

(1) in the first paragraph,

(a) by inserting “personne” after “écrit de la” in the French text;

(b) by replacing “she” by “the employee”;

(2) in the second paragraph,

(a) by inserting “personne” after “Si la” in the French text;

(b) by replacing “her to take her maternity leave immediately by sending her” by “the employee to take the leave provided for in section 81.4 immediately by sending the employee”.

169. Section 81.9 of the Act is amended

(1) by inserting “personne” after “81.6, la” in the French text;

(2) by replacing “her maternity leave. However, the employer may require a medical certificate from an employee” by “the leave provided for in section 81.4. However, the employer may require a medical certificate from an employee”;

(3) by replacing “she” by “the employee”.

170. Section 81.14.1 of the Act is amended

(1) in the first paragraph,

(a) by replacing “the employee, a maternity, paternity or parental leave” by “the employee, a leave provided for in section 81.2, 81.4 or 81.10”;

(b) by replacing “le salarié” in the French text by “la personne salariée”;

(2) by replacing the second paragraph by the following paragraph:

“At the request of the employee and provided the employer consents thereto, the leave provided for in section 81.2 or 81.10 shall be divided into weeks.”

171. Section 81.14.2 of the Act is amended

(1) in the first paragraph,

(a) by replacing “maternity, paternity or parental leave” by “leave taken under section 81.2, 81.4 or 81.10”;

(b) by replacing “du salarié” in the French text by “de la personne salariée”;

(2) in the second paragraph,

(a) by replacing “le salarié” in the French text by “la personne salariée”;

(b) by replacing “the child or, in the case of a maternity leave, that the state of health of the employee” by “the child or, in the case of the leave taken under section 81.4, that the state of health of the employee”.

172. Section 81.15 of the Act is amended

(1) by replacing both occurrences of “du salarié” in the first paragraph in the French text by “de la personne salariée”;

(2) by replacing the second paragraph by the following paragraph:

“The Government shall determine, by regulation, the other advantages available to an employee during a leave provided for in section 81.2, 81.4 or 81.10.”

173. Section 81.15.1 of the Act is replaced by the following section:

“81.15.1. At the end of a leave taken under section 81.2, 81.4 or 81.10, the employer shall reinstate the employee in the employee’s former position with the same benefits, including the wages to which the employee would have been entitled had the employee remained at work.

If the position held by the employee no longer exists when the employee returns to work, the employer shall recognize all the rights and privileges to which the employee would have been entitled if the employee had been at work at the time the position ceased to exist.”

174. Section 81.17 of the Act is amended by replacing “a maternity, paternity or parental leave” by “leaves provided for in sections 81.2, 81.4 and 81.10”.

175. Section 102 of the Act is amended

(1) in the first paragraph,

(a) by replacing “un salarié”, “d’un salarié” and “salariés” in the French text by “une personne salariée”, “d’une personne salariée” and “personnes salariées”, respectively;

(b) by replacing “one of his rights under” by “a right conferred on the employee by”;

(2) by replacing “un salarié est assujetti” in the second paragraph in the French text by “une personne salariée est assujettie”.

176. Section 122 of the Act is amended

(1) in the first paragraph,

(a) by replacing “his agent” and both occurrences of “him” in the introductory clause by “agent of the employer” and “the employee”, respectively;

(b) by replacing “one of his rights” and “under” in subparagraph 1 by “a right” and “conferred on the employee by”, respectively;

(c) by replacing “he” in subparagraph 2 by “the employee”;

(d) by replacing “du salarié” in subparagraph 3 in the French text by “de la personne salariée”;

(e) by inserting “personne” before “salariée” in subparagraph 4 in the French text;

(f) in subparagraph 6,

i. by replacing all occurrences of “le salarié”, “parent” and “il” in the French text by “la personne salariée”, “membre de la famille” and “elle”, respectively;

ii. by replacing all occurrences of “his” and “he” by “the employee’s” and “the employee”, respectively;

(g) by replacing “qu’il” in subparagraphs 16 and 17 in the French text by “que la personne salariée”;

(h) by replacing all occurrences of “un salarié”, “ce salarié” and “le salarié” in the French text by “une personne salariée”, “cette personne salariée” and “la personne salariée”, respectively, with the necessary modifications;

(2) in the second paragraph,

(a) by inserting “personne” before both occurrences of “salariée” in the French text;

(b) by replacing “his”, both occurrences of “her conditions of employment” and “her or her” by “the employer’s”, “the conditions of employment” and “the employee or the employee’s”, respectively.

177. Section 123.2 of the Act is amended by replacing “the employee has returned to work at the end of a maternity or paternity leave or parental leave” by “the employee has returned to work at the end of a leave provided for in section 81.2, 81.4 or 81.10”.

178. Section 124 of the Act is amended, in the first paragraph,

(1) by replacing “Le salarié qui justifie de deux ans de service continu dans une même entreprise et qui croit avoir été congédié” in the French text by “La personne salariée qui justifie de deux ans de service continu dans une même entreprise et qui croit avoir été congédiée”;

(2) by replacing “believes that he has”, “his complaint” and “his dismissal” by “believes they have”, “a complaint” and “the dismissal”, respectively.

179. The Act is amended

(1) by replacing, in all other provisions, all occurrences of “salarié” or “salariée” and “salariés” in the French text by “personne salariée” and “personnes salariées”, respectively, with the necessary modifications;

(2) by replacing all occurrences of the following terms in all other provisions, with the necessary modifications, where the terms are used in reference to an employee:

(a) “he”, “him” and “she” by “the employee”;

(b) “his” by “the”, “the employee’s” or “their”, depending on the context;

(c) “her” by “the” or “the employee’s”, depending on the context;

(d) “himself” by “themselves”;

(e) “believes he has” and “believes that he has” by “believes they have”.

YOUTH PROTECTION ACT

180. Section 1 of the Youth Protection Act (chapter P-34.1), amended by section 2 of chapter 11 of the statutes of 2022, is again amended by inserting “or the parents” after “mother” in the definition of “parents” in subparagraph *e* of the first paragraph.

181. Section 62.1 of the Act, amended by section 37 of chapter 11 of the statutes of 2022, is again amended

(1) by inserting “or either of his parents” after “mother” in the first paragraph;

(2) by inserting “or either of his parents” after “mother” in the second paragraph.

182. The Act is amended by inserting the following section after section 70.6:

“70.7. The designation of a foster family, or of a member of that family, as a suppletive tutor under article 199.1 of the Civil Code does not put an end to the director’s intervention under this Act or change the roles, responsibilities or rights of the foster family or of any of its members.”

183. Section 71.3.4 of the Act is amended

(1) by replacing “entering into an agreement under” in subparagraph 2 of the first paragraph by “providing for exchanges of information or maintaining or developing personal relations in accordance with”;

(2) by replacing the second and third paragraphs by the following paragraphs:

“In addition, the director must offer support services to the adopter, adoptee and members of the family of origin who wish to provide for exchanges of information or maintain or develop personal relations in accordance with article 579 of the Civil Code before the order of placement is made.

Where only exchanges of information are provided for, the director shall, at the parties’ request, facilitate those exchanges until the adoptee reaches full age. However, the director shall cease to act at the request of one of the parties.”

184. Section 71.3.13 of the Act is amended

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

“Every institution operating a child and youth protection centre is responsible for disclosing to any adoptee, or, if the latter is deceased, his descendants in the first degree, or any parent of origin who so requests the information and documents they are entitled to obtain under article 583 or 583.0.1 of the Civil Code, if applicable. The institution shall also disclose to the adoptee, his descendants in the first degree, his brothers or sisters of origin, whether adopted or not, or his grandparents of origin the information referred to in article 583.10 of that Code, where the conditions set out in that article are met.

The institution shall disclose to the descendants in the first degree of a deceased adoptee who so request a summary of the adoptee’s family and medical antecedents referred to in section 71.3.6 of this Act.”;

(2) by replacing “the risk of harm” in the second paragraph by “that the health of the adoptee, of the parent of origin or of a close relative genetically linked to them, as the case may be, warrants disclosure of the medical information concerned”.

185. Section 71.3.14 of the Act is amended by striking out “14 years of age or over” in the first paragraph.

186. Section 71.3.15 of the Act is amended by replacing “third” in the first paragraph by “fourth”.

187. Section 71.15.2 of the Act is amended

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

“The Minister is responsible for disclosing to any adoptee, or, if the latter is deceased, his descendants in the first degree, and to his parent of origin, brothers or sisters of origin, whether adopted or not, or grandparents of origin the information they may obtain under article 583.12 of the Civil Code.

The Minister is also responsible for disclosing to the descendants in the first degree of a deceased adoptee who so request a summary of the adoptee’s family and medical antecedents referred to in section 71.14 of this Act.”;

(2) by replacing “the risk of harm” in the second paragraph by “that the health of the adoptee, of the parent of origin or of a close relative genetically linked to them, as the case may be, warrants disclosure of the medical information”.

188. Section 71.15.5 of the Act is amended, in the first paragraph,

(1) by striking out “14 years of age or over”;

(2) by replacing “adoptee who undertakes or is the subject of such research or steps and needs” by “adoptee and to his descendants in the first degree who undertake or are the subject of such research or steps and need”.

189. The Act is amended by inserting the following section after section 85.4:

“85.4.1. The tribunal may, on application or on its own initiative, prevent an unrepresented party from examining or cross-examining a child and order that the child be examined or cross-examined by an advocate.”

ACT RESPECTING HEALTH SERVICES AND SOCIAL SERVICES

190. Section 19.0.1.1 of the Act respecting health services and social services (chapter S-4.2) is amended

(1) by replacing “a user’s biological mother” in the first paragraph by “the biological mother or the person who gave birth to the user”;

(2) by inserting “or the person who gave birth to him” after “mother” in the second paragraph.

191. Section 19.0.2 of the Act is amended by inserting “or of each parent” after “father” in the first paragraph.

192. Section 27.3 of the Act is amended by replacing “the user’s father or mother” in the fourth paragraph by “the father or mother or one of the parents of the user”.

193. Section 30.1 of the Act is amended, in the fifth paragraph,

(1) by inserting “or parent” after “child, the person’s mother or father”;

(2) by inserting “or parent” after “spouse of the person’s mother or father”.

194. Section 131 of the Act is amended, in the third paragraph,

(1) by inserting “or parent” after “child, the person’s mother or father”;

(2) by inserting “or parent” after “spouse of the person’s mother or father”.

195. Section 513 of the Act is amended by replacing “the user’s father, mother, both of them” in the second paragraph by “the father, mother or one of the parents of the user, two of them”.

REGULATION RESPECTING CHANGE OF NAME AND OF OTHER PARTICULARS OF CIVIL STATUS

196. The title of the Regulation respecting change of name and of other particulars of civil status (chapter CCQ, r. 4) is replaced by “Regulation respecting change of name and of other particulars of civil status and substitution of the usual given name”.

197. Section 2 of the Regulation is amended

(1) by replacing paragraph 2 by the following paragraph:

“(2) the designation of sex appearing in the person’s act of birth;”;

- (2) by striking out paragraph 5;
- (3) by inserting “or parents” at the end of paragraph 6.

198. Section 3 of the Regulation is amended, in the first paragraph,

- (1) by inserting “or parents” after “father and mother” in subparagraph 1;
- (2) by replacing “has been deprived” in subparagraph 2 by “or parents or one of them have been deprived”.

199. Section 4 of the Regulation is amended by striking out subparagraph 2 of the first paragraph.

200. Section 8 of the Regulation is amended by inserting “or parents” after “mother”.

201. Section 23 of the Regulation is amended by replacing “20” by “16, 19 and 20”.

202. The Regulation is amended by inserting the following after section 24:

“24.1. For the purposes of the designation of sex appearing in a person’s act of birth and act of death, the letter symbols “M”, “F” or “X” are used to refer to the identifiers “male”, “female” or “non-binary”, as the case may be.

“DIVISION VII.1

“SUBSTITUTION OF THE USUAL GIVEN NAME

“24.2. A notice of substitution of the usual given name must include the following information:

- (1) the name of the person who is the subject of the notice of substitution, as recorded on the act of birth;
- (2) the person’s date of birth;
- (3) the new usual given name chosen; and
- (4) the date of the notice.

Where the notice concerns a minor child, it also includes the name, capacity and domiciliary address of the person submitting the notice for the child, and the name and domiciliary address of the person to whom the notice must be notified.

“24.3. A notice of substitution of the usual given name must be accompanied by the following information concerning the person who is the subject of the notice:

- (1) the person’s place of birth and the place where the birth was registered;
- (2) the designation of sex appearing in the person’s act of birth;
- (3) the person’s domiciliary address on the date on which the notice of substitution is submitted and the number of years the person has been domiciled in Québec;
- (4) the name of the person’s father and mother or parents or, if applicable, of the person’s tutor;
- (5) the person’s civil status and, if the person is married or in a civil union, the spouse’s name and the date and place of their marriage or civil union; and
- (6) the name of the person’s children, if any, as well as their date of birth and the name of each child’s other parent.

The notice concerning a minor child must also be accompanied by the following information concerning the child:

- (1) the domiciliary address of the child’s father and mother or parents or, if applicable, of the child’s tutor on the date on which the notice of substitution is submitted;
- (2) if the child’s father, mother or parent has been deprived of parental authority by a judicial decision, an indication of that fact;
- (3) if the child’s filiation has been changed by a judicial decision, an indication of that fact; and
- (4) if the child has a tutor, a statement that a tutor has been appointed to the child, either by a judicial decision, or by will or by a declaration filed with the Public Curator in accordance with article 200 of the Civil Code, the tutor’s name, the tutor’s domiciliary address, the mode of appointment of the tutor, the effective date of the tutorship and an indication as to whether or not the tutor is filing the application for the minor child.

The notice must be accompanied by the documents provided for in section 4, with the necessary modifications.

“24.4. The person submitting the notice of substitution of the usual given name for a minor child shall notify it, in the manner prescribed in Division VI, to the father and mother or the parents of the child, the child’s tutor, if applicable, and to the child, if 14 years of age or over.

The person submitting the notice shall provide the registrar of civil status with proof that the notification has been made; otherwise, the person must prove that he was unable to make the required notification.

“24.5. The persons who were notified of the notice of substitution of the usual given name may object to the substitution.

To do so, they shall, in accordance with Division VI, notify the registrar of civil status and the person who gave the notice of their objection not later than the twentieth day following the date of notification of the notice of substitution.

The objection must include the information required under section 13, with the necessary modifications.

“24.6. The person who submitted the notice of substitution of the usual given name of a minor child may reply to the objections stated, within 15 days from the day on which the person receives notification thereof. The person shall, in accordance with Division IV, notify the reply to the registrar of civil status, to the objector and, where applicable, to the other interested persons.

The reply must include the information required under section 15, with the necessary modifications.

“24.7. Unless an objection subsists, the registrar of civil status is to publish on the website of the registrar the notice of substitution that was submitted, with the date on which the new usual given name takes effect, unless such publication is not required under article 56.3 of the Civil Code.

“DIVISION VII.2

“CHANGE OF PARENTAL DESIGNATION

“24.8. An application for a change of the designation “father”, “mother” or “parent” appearing in a child’s act of birth must include the information required under section 2, with the necessary modifications.

The applicant shall notify the application, in the manner prescribed in Division IV, to the child, if 14 years of age or over. The applicant shall provide the registrar of civil status with proof that the notification has been made; otherwise, the applicant must prove that he was unable to make the required notification.

“24.9. A child 14 years of age or over who wishes to object to an application for a change of the designation of one of his parents as “father”, “mother” or “parent” in his act of birth shall, in accordance with Division VI, notify the registrar of civil status and the applicant of his objection, not later than the twentieth day following the date of notification of the application.”

TARIFF OF DUTIES RESPECTING THE ACTS OF CIVIL STATUS AND
CHANGE OF NAME OR OF DESIGNATION OF SEX

203. The title of the Tariff of duties respecting the acts of civil status and change of name or of designation of sex (chapter CCQ, r. 10) is amended by replacing “the acts of civil status and change of name or of designation of sex” by “acts of civil status, change of name or of designation of sex and substitution of the usual given name”.

204. Section 1 of the Tariff is amended

(1) by adding the following subparagraph after subparagraph 4 of the first paragraph:

“(5) for a detailed attestation related to the information contained in a copy of an attestation of birth or the nature of the changes made to an act of birth, \$25.”;

(2) by adding the following subparagraph after subparagraph 2 of the second paragraph:

“(3) in the case referred to in subparagraph 5 of the first paragraph, \$60.”

205. The Tariff is amended by inserting the following division after section 8:

“DIVISION II.1

**“DUTIES RESPECTING SUBSTITUTION OF THE USUAL
GIVEN NAME**

“8.1. The duties payable for the substitution of a usual given name for another given name stated in the act of birth are \$125.”

206. Section 10.2 of the Tariff is amended

(1) by replacing “subparagraph 4” by “subparagraphs 4 and 5”;

(2) by inserting “8.1,” after “5.1, 6, 7, 8,”.

207. The Tariff is amended by inserting the following division after section 10.2:

“DIVISION III.2

“EXEMPTIONS

“10.3. Persons whose name was changed in the context of their stay in an Aboriginal residential school or their descendants who wish to change their name to a traditional Aboriginal name are exempt from paying the duties payable for an application for a change of name until 8 June 2032.

For that period, those persons are also exempt from paying the duties payable for the issuing of copies of acts, certificates and attestations.

“10.4. A person who is the subject of a first application for a change of designation of sex is exempt from paying the duties for such an application and the duties for the issuing of a copy of the certificate of change of designation of sex.”

CHAPTER II

OTHER AMENDING PROVISIONS

ACT RESPECTING INDUSTRIAL ACCIDENTS AND OCCUPATIONAL DISEASES

208. Section 92 of the Act respecting industrial accidents and occupational diseases (chapter A-3.001) is amended

(1) by replacing “*in loco parentis*” in paragraph 1 by “in place of a mother, father or parent”;

(2) in paragraph 2,

(a) by replacing “*in loco parentis* to” in paragraph 2 by “in place of a mother, father or parent to”;

(b) by inserting “or the parent” after “mother”.

209. Section 94 of the Act is amended by inserting “or of his parents or one of them” after “father”.

210. Section 110 of the Act is amended by inserting “or the parents” after “mother”.

FUNERAL OPERATIONS ACT

211. Section 2 of the Funeral Operations Act (chapter A-5.02) is amended, in the first paragraph,

(1) by inserting “or by either of the parents” at the end of the definition of “body” in subparagraph 1;

(2) by inserting “, or either of the parents,” after “father” in the definition of “relative” in subparagraph 3.

INDIVIDUAL AND FAMILY ASSISTANCE ACT

212. Section 23 of the Individual and Family Assistance Act (chapter A-13.1.1) is amended

(1) by inserting “, or of either or both of their parents” after “mother” in the introductory clause;

(2) by replacing “the father or mother” in paragraph 1 by “the father or mother or one of the parents”;

(3) by replacing “the father or mother” in paragraph 2 by “the father or mother or one of the parents”.

213. Section 55 of the Act is amended by inserting “or parents” after “father and mother” in subparagraph ii of subparagraph *f* of subparagraph 2 of the first paragraph.

214. Section 57 of the Act is amended

(1) by replacing “or mother” in subparagraph 1 of the first paragraph by “or mother, or parents or one of them”;

(2) by inserting “or parents” after “mother” in the second paragraph.

215. Section 86 of the Act is amended by replacing “mother or father” in the third paragraph by “father, mother or one or both of the person’s parents”.

216. Section 131 of the Act is amended by replacing “or mother” in paragraph 8 by “or mother or parents or one of them”.

217. Section 132 of the Act is amended by inserting “or parents” after “mother” in paragraph 15.

ACT RESPECTING FINANCIAL ASSISTANCE FOR EDUCATION EXPENSES

218. Section 2 of the Act respecting financial assistance for education expenses (chapter A-13.3) is amended by inserting “or the parents” after “mother” in the definition of “**parents**”.

219. Section 4 of the Act is amended by inserting “or parents or one of them,” after “mother,” in subparagraph 9 of the first paragraph.

AUTOMOBILE INSURANCE ACT

220. Section 2 of the Automobile Insurance Act (chapter A-25) is amended by replacing all occurrences of “*in loco parentis*” by “in place of a mother, father or parent”.

221. Section 60 of the Act is amended by replacing subparagraph 2 of the first paragraph by the following subparagraph:

“(2) mother or father or parent of a victim includes the person who stands in place of a mother, father or parent to the victim at the time of his death;”.

222. Section 69 of the Act is amended by inserting “or his parents” after “mother” in the first paragraph.

ACT RESPECTING PRESCRIPTION DRUG INSURANCE

223. Section 17 of the Act respecting prescription drug insurance (chapter A-29.01) is amended

(1) by replacing “a parent or tutor” in paragraph 1 of the definition of “child” by “the father, mother or parent or a tutor”;

(2) by replacing “the parent or tutor” in paragraph 2 of the definition of “child” by “the father, mother or parent or a tutor”;

(3) by replacing “the parent or tutor” in the definition of “person suffering from a functional impairment” by “the father, mother or parent or a tutor”.

224. Section 18.1 of the Act is amended by inserting “or the parents” after both occurrences of “mother”.

ACT CONSTITUTING CAPITAL RÉGIONAL ET COOPÉRATIF DESJARDINS

225. Section 4.2 of the Act constituting Capital régional et coopératif Desjardins (chapter C-6.1) is amended by inserting “or parent” after “mother” in the fifth paragraph.

HIGHWAY SAFETY CODE

226. Section 100 of the Highway Safety Code (chapter C-24.2) is amended by inserting “or of one of the driver’s parents” after “mother” in subparagraph 4 of the fourth paragraph.

CODE OF PENAL PROCEDURE

227. Article 28 of the Code of Penal Procedure (chapter C-25.1) is amended by inserting “or on his parents” after “mother”.

REAL ESTATE BROKERAGE ACT

228. Section 3 of the Real Estate Brokerage Act (chapter C-73.2) is amended by inserting “, or one of the parents” after “mother” in paragraph 6.

ACT RESPECTING DUTIES ON TRANSFERS OF IMMOVABLES

229. Section 20 of the Act respecting duties on transfers of immovables (chapter D-15.1) is amended

(1) by inserting “or one of the parents” after all occurrences of “father or mother” in the first paragraph;

(2) by inserting “or the parents” after “father and mother” in the second paragraph;

(3) by inserting “or the parents” after “mother” in the fourth paragraph.

ACT RESPECTING ELECTIONS AND REFERENDUMS IN MUNICIPALITIES

230. Section 131 of the Act respecting elections and referendums in municipalities (chapter E-2.2) is amended by inserting “or one of the parents,” after “mother,” in the second paragraph.

ACT RESPECTING SCHOOL ELECTIONS TO ELECT CERTAIN MEMBERS OF THE BOARDS OF DIRECTORS OF ENGLISH-LANGUAGE SCHOOL SERVICE CENTRES

231. Section 58.3 of the Act respecting school elections to elect certain members of the boards of directors of English-language school service centres (chapter E-2.3) is amended by inserting “or one of the parents,” after “mother,” in the second paragraph.

ELECTION ACT

232. Section 204 of the Election Act (chapter E-3.3) is amended by inserting “or parent” after “mother” in the second paragraph.

ACT TO ESTABLISH FONDACTION, LE FONDS DE
DÉVELOPPEMENT DE LA CONFÉDÉRATION DES SYNDICATS
NATIONAUX POUR LA COOPÉRATION ET L'EMPLOI

233. Section 4.2 of the Act to establish Fondation, le Fonds de développement de la Confédération des syndicats nationaux pour la coopération et l'emploi (chapter F-3.1.2) is amended by inserting “or parent” after “mother” in the fourth paragraph.

ACT TO ESTABLISH THE FONDS DE SOLIDARITÉ DES
TRAVAILLEURS DU QUÉBEC (F.T.Q.)

234. Section 4.1 of the Act to establish the Fonds de solidarité des travailleurs du Québec (F.T.Q.) (chapter F-3.2.1) is amended by inserting “or parent” after “mother” in the fourth paragraph.

ACT RESPECTING OFFENCES RELATING TO ALCOHOLIC
BEVERAGES

235. Section 103.2 of the Act respecting offences relating to alcoholic beverages (chapter I-8.1) is amended by inserting “or one of his parents,” after “mother” in subparagraph 1 of the second paragraph.

236. Section 103.6 of the Act is amended by replacing “him” and “he or she is the father or the mother” by “them” and “they are the father or the mother or one of the parents”, respectively.

237. Section 103.8 of the Act is amended by replacing “that he or she is the father or the mother of a minor” by “themselves as the father, the mother or one of the parents of a minor or as”.

ACT RESPECTING THE MINISTÈRE DE LA FAMILLE, DES AÎNÉS ET
DE LA CONDITION FÉMININE

238. Section 3 of the Act respecting the Ministère de la Famille, des Aînés et de la Condition féminine (chapter M-17.2) is amended by replacing paragraph 5 by the following paragraph:

“(5) providing parents with financial support to facilitate access to maternity leave or personal leave, in connection with pregnancy or delivery, or to facilitate access to paternity leave or leave for the non-birthing parent and to parental leave.”

ACT RESPECTING THE QUÉBEC PENSION PLAN

239. Section 86 of the Act respecting the Québec Pension Plan (chapter R-9) is amended, in subparagraph *b* of the first paragraph,

- (1) by replacing “*in loco parentis*” by “in place of a father, mother or parent”;
- (2) by inserting “or one of the parents” after “mother”.

240. Section 173 of the Act is amended by inserting “or one of the parents” after “mother” in the fourth paragraph.

241. Section 174 of the Act is amended by inserting “or one of his parents” after “mother” in the second paragraph.

ACT RESPECTING THE PENSION PLAN OF PEACE OFFICERS IN CORRECTIONAL SERVICES

242. Section 1 of the Act respecting the Pension Plan of Peace Officers in Correctional Services (chapter R-9.2) is amended

- (1) by replacing “ses employés” in paragraph 2 in the French text by “les membres de son personnel”;
- (2) by replacing both occurrences of “d’employés” in paragraph 4 in the French text by “de personnes employées”.

243. Section 7 of the Act is amended

(1) by replacing “un employé”, “il occupe”, “l’employé” and “il est réputé” in the first paragraph in the French text by “une personne employée”, “elle occupe”, “cette personne” and “elle est réputée”, respectively;

(2) by replacing the second paragraph by the following paragraph:

“For the purposes of this plan, an employee is deemed to hold pensionable employment when the employee holds full-time or part-time employment, which includes any period during which the employee is absent without pay, is eligible for salary insurance benefits or is on maternity leave or personal leave in connection with pregnancy or delivery. When an employee holds employment for which the basis of remuneration is 200 days, the employee is also deemed to hold pensionable employment until the end of the employment contract if the contract ends on 30 June of any year.”;

(3) by replacing “l’employé est assujetti” in the third paragraph in the French text by “la personne employée est assujettie”;

(4) by replacing “d’employés” in the fourth paragraph in the French text by “de personnes employées”.

244. Section 9 of the Act is amended

(1) by replacing “d’un employé” in the first paragraph in the French text by “d’une personne employée”;

(2) in the second paragraph,

(a) by replacing “employee on maternity leave” by “employee on maternity leave or personal leave in connection with pregnancy or delivery”;

(b) by replacing “she would have been entitled if she had not taken maternity leave” by “the employee would have been entitled if the employee had not taken such leave”;

(3) in the third paragraph,

(a) by replacing “employee on paternity or adoption leave” by “employee on paternity leave or leave for the non-birthing parent or on adoption leave”;

(b) by replacing all occurrences of “il” and “s’il” in the French text by “elle” and “si elle”, respectively;

(4) by replacing “d’un employé”, “cet employé” and “s’il” in the fourth paragraph in the French text by “d’une personne employée”, “cette personne” and “si elle”, respectively;

(5) by replacing “d’un employé” in the fifth paragraph in the French text by “d’une personne employée”.

245. Section 41 of the Act is amended

(1) in the first paragraph,

(a) by replacing “An employee who, while she was” and “she was a teacher within the meaning of the Teachers Pension Plan, ceased to be an employee for the purposes of her pension plan by reason of marriage, pregnancy” by “An employee who, while” and “a teacher within the meaning of the Teachers Pension Plan, ceased to be an employee for the purposes of the pension plan by reason of marriage, maternity, or pregnancy or delivery,”, respectively;

(b) by replacing “her years of teaching prior to 1 January 1968 for which she” by “the employee’s years of teaching prior to 1 January 1968 for which the employee”;

(c) by replacing “if the marriage, pregnancy” by “if the marriage, maternity, or pregnancy or delivery,”;

(d) by replacing “she ceased to be covered by her plan” by “the employee ceased to be covered by the plan”;

(2) by replacing “l’employée” and “Loi sur le régime de retraite des employés du gouvernement et des organismes publics” in the second paragraph in the French text by “la personne employée” and “Loi sur le régime de retraite du personnel employé du gouvernement et des organismes publics”, respectively.

246. Section 42.1.1 of the Act is amended by replacing “employee because of a paternity or adoption leave” by “employee because of a paternity leave or leave for the non-birthing parent or an adoption leave” and by replacing “l’employé ne s’était pas prévalu” in the French text by “la personne employée ne s’était pas prévalu”.

247. Section 139.13 of the Act is amended by replacing “ses employés” in the French text by “les membres de son personnel”.

248. Section 139.17 of the Act is amended by replacing “ses employés” in the French text by “les membres de son personnel”.

ACT RESPECTING THE GOVERNMENT AND PUBLIC EMPLOYEES RETIREMENT PLAN

249. The title of the Act respecting the Government and Public Employees Retirement Plan (chapter R-10) is amended by replacing “des employés” in the French text by “du personnel employé”.

250. Section 3 of the Act is amended

(1) by replacing “employés” in the first paragraph in the French text by “personnes employées”;

(2) by replacing the second paragraph by the following paragraph:

“For the purposes of this plan, an employee within the meaning of the first paragraph is deemed to hold pensionable employment when the employee holds full-time or part-time employment contemplated by the plan, which includes, among other periods, any period during which the employee is absent without pay, is entitled to salary insurance benefits or is on maternity leave or personal leave in connection with pregnancy or delivery. When such an employee holds employment for which the basis of remuneration is 200 days, the employee is also deemed to hold pensionable employment until the end of the employment contract if the contract ends on 30 June of any year.”;

(3) by replacing “l’employé est assujetti” in the third paragraph in the French text by “la personne employée est assujettie”;

(4) by replacing “d’employés” in the fourth paragraph in the French text by “de personnes employées”.

251. Section 14 of the Act is amended

(1) by replacing “d’un employé” in the first paragraph in the French text by “d’une personne employée”;

(2) in the second paragraph,

(a) by replacing “employee on maternity leave” by “employee on maternity leave or personal leave in connection with pregnancy or delivery”;

(b) by replacing “she had not taken maternity leave” by “the employee had not taken such leave”;

(3) in the third paragraph,

(a) by replacing “an employee on paternity or adoption leave” by “an employee on paternity leave or leave for the non-birthing parent or on adoption leave”;

(b) by replacing “paternity or adoption leave for” by “such leave for”;

(c) by replacing both occurrences of “il” and “s’il” in the French text by “elle” and “si elle”, respectively;

(4) by replacing “d’un employé” and “cet employé aurait eu droit s’il” in the fourth paragraph in the French text by “d’une personne employée” and “cette personne aurait eu droit si elle”, respectively;

(5) by replacing “d’un employé ou d’une personne” in the fifth paragraph in the French text by “d’une personne employée ou d’une autre personne”;

(6) by replacing “d’un employé” in the sixth paragraph in the French text by “d’une personne employée”.

252. Section 25.1 of the Act is amended by replacing “maternity, paternity or adoption leave” by “maternity leave or personal leave in connection with pregnancy or delivery, a paternity leave or leave for the non-birthing parent or an adoption leave”.

253. Section 28 of the Act is amended

(1) by replacing “maternity, to a female employee” in the first paragraph by “maternity, or pregnancy or delivery, to an employee”;

(2) in the second paragraph,

(a) by replacing “female employee” by “employee”;

(b) by replacing “her” by “the employee”;

(3) by inserting “personne” after “dans le cas d’une” in the third paragraph in the French text;

(4) in the fourth paragraph,

(a) by replacing “l’employée” in the French text by “la personne employée”;

(b) by replacing “her accumulated” and “her employer” by “the employee’s accumulated” and “the employer”, respectively.

254. Section 28.1 of the Act is amended

(1) by replacing “a female employee” by “an employee”;

(2) by replacing “she” by “the employee”;

(3) by inserting “, or pregnancy or delivery,” after “maternity”;

(4) by replacing “l’employée” in the French text by “la personne employée”.

255. Section 29.2 of the Act is amended

(1) by replacing “l’employé” in the French text by “la personne employée”;

(2) by replacing “paternity or adoption leave” by “paternity leave or leave for the non-birthing parent or an adoption leave”;

(3) by replacing “l’employé ne s’était pas prévalu” in the French text by “la personne employée ne s’était pas prévalue”.

256. Section 74 of the Act is amended, in the first paragraph,

(1) by replacing “l’employé et à moins d’un avis contraire de celui-ci” in the French text by “la personne employée et à moins d’un avis contraire de celle-ci”;

(2) by replacing “maternity, paternity or adoption leave” by “maternity leave or personal leave in connection with pregnancy or delivery, a paternity leave or leave for the non-birthing parent or an adoption leave”.

257. The heading of Division II of Chapter V.1 of Title I of the Act is amended by replacing “PREGNANCY” by “MATERNITY, PREGNANCY OR DELIVERY”.

258. Section 85.3 of the Act is amended

(1) in the first paragraph,

(a) by replacing “L’employée” in the French text by “La personne employée”;

(b) by striking out both occurrences of “she was”;

(c) by inserting “personne” before “enseignante” in the French text;

(d) by replacing “her pension plan”, “her years”, “she obtained”, “she ceased” and “her plan” by “the pension plan”, “the years”, “the employee obtained”, “the employee ceased” and “the plan”, respectively;

(e) by replacing “of marriage, pregnancy” by “of marriage, maternity, pregnancy or delivery,”;

(f) by replacing “if the marriage, pregnancy” by “if the marriage, maternity, pregnancy or delivery,”;

(2) in the second paragraph,

(a) by inserting “personne” after “Cette” in the French text;

(b) by replacing both occurrences of “her” by “the employee’s”;

(c) by replacing “l’employée” in the French text by “la personne employée”;

(d) by replacing both occurrences of “she” by “the employee”;

(3) by replacing “a female employee” in the third paragraph by “an employee”;

(4) in the fourth paragraph,

(a) by replacing “l’employée” in the French text by “la personne employée”;

(b) by replacing “her accumulated sick leave” and “her employer” by “the employee’s accumulated sick leave” and “the employer”, respectively.

259. Section 115.10.6 of the Act is amended

(1) in the first paragraph,

(a) by replacing “Tout employé” and “il” in the introductory clause in the French text by “Toute personne employée” and “elle”, respectively;

(b) by replacing “employés n’étaient pas visés” in subparagraph 1 in the French text by “personnes employées n’étaient pas visées”;

(c) by replacing “ses employés ont été intégrés dans un ministère ou un organisme dont les employés” in subparagraph 2 in the French text by “les membres de son personnel ont été intégrés dans un ministère ou un organisme dont les membres du personnel”;

(2) in the second paragraph,

(a) by replacing “l’employé” and “l’employée” in the French text by “la personne employée” and “elle”, respectively;

(b) by replacing “availed herself of a maternity leave” by “was on maternity leave or personal leave in connection with pregnancy or delivery”;

(c) by replacing “her conditions” by “the employee’s conditions”;

(3) by replacing all occurrences of “l’employé” in the third paragraph in the French text by “la personne employée”;

(4) in the fourth paragraph,

(a) by replacing all occurrences of “l’employé” in the French text by “la personne employée”;

(b) by replacing “his” by “the”;

(c) by replacing “il” in the French text by “elle”.

260. Section 170 of the Act is amended by replacing “ses employés” in the French text by “les membres de son personnel”.

261. Section 173.0.1 of the Act is amended by replacing “ses employés” in the French text by “les membres de son personnel”.

262. Section 187 of the Act is amended by replacing “paternity or adoption leave” in the first paragraph by “paternity leave or leave for the non-birthing parent or an adoption leave”.

263. Schedule I to the Act is amended

(1) by replacing “EMPLOYÉS ET PERSONNES VISÉS” in the title in the French text by “PERSONNES EMPLOYÉES ET AUTRES PERSONNES VISÉES”;

(2) by replacing “EMPLOYÉS” in the heading of section 1 in the French text by “PERSONNES EMPLOYÉES”;

(3) by replacing all occurrences of “employés” in section 1 in the French text, except in the names of the bodies listed in that section, by “personnes employées” and “des employés permanents”, “qui ont été embauchés” and “employés intégrés” by “des membres de son personnel employé permanent”, “qui ont été embauchées” and “personnes employées intégrées”, respectively;

(4) by replacing “EMPLOYÉS” in the heading of section 2 in the French text by “PERSONNES EMPLOYÉES”;

(5) by replacing both occurrences of “EMPLOYÉS” and “QU’ILS” in the heading of section 2.1 in the French text by “PERSONNES EMPLOYÉES” and “QU’ELLES”, respectively, and by replacing “MATERNITY LEAVE” in the heading of section 2.1 by “MATERNITY LEAVE OR PERSONAL LEAVE IN CONNECTION WITH PREGNANCY OR DELIVERY”;

(6) by replacing both occurrences of “EMPLOYÉS”, “DEVIENNENT VISÉS” and “SONT NOMMÉS OU EMBAUCHÉS” in the heading of section 2.2 in the French text by “PERSONNES EMPLOYÉES”, “DEVIENNENT VISÉES” and “SONT NOMMÉES OU EMBAUCHÉES”, respectively;

(7) by replacing both occurrences of “EMPLOYÉS” and “EMPLOYÉS NOMMÉS OU EMBAUCHÉS” in the heading of section 2.3 in the French text by “PERSONNES EMPLOYÉES” and “PERSONNES EMPLOYÉES NOMMÉES OU EMBAUCHÉES”;

(8) by replacing “RÉGIME DE RETRAITE DES EMPLOYÉS DU GOUVERNEMENT ET DES ORGANISMES PUBLICS” in the heading of section 12.2 in the French text by “RÉGIME DE RETRAITE DU PERSONNEL EMPLOYÉ DU GOUVERNEMENT ET DES ORGANISMES PUBLICS”.

264. Schedule II to the Act is amended

(1) by replacing “EMPLOYÉS ET PERSONNES VISÉS” in the title in the French text by “PERSONNES EMPLOYÉES ET AUTRES PERSONNES VISÉES”;

(2) by replacing “EMPLOYÉS” in the heading of section 1 in the French text by “PERSONNES EMPLOYÉES”;

(3) by replacing all occurrences of “des employés engagés” and “ils versent” in section 1 in the French text by “des personnes employées engagées” and “elles versent”, respectively, and “employés du Collège”, “engagés après”, “de ses employés réguliers” and “employés travaillant” by “personnes employées du Collège”, “engagées après”, “des membres de son personnel employé régulier” and “personnes employées travaillant”, respectively;

(4) by replacing “EMPLOYÉS” and “DE CEUX” in the heading of section 2 in the French text by “PERSONNES EMPLOYÉES” and “DE CELLES”, respectively.

ACT RESPECTING THE PENSION PLAN OF MANAGEMENT
PERSONNEL

265. Section 7 of the Act respecting the Pension Plan of Management Personnel (chapter R-12.1) is amended

(1) by replacing all occurrences of “d’un employé”, and “cet employé”, in the first paragraph in the French text by “d’une personne employée” and “cette personne employée”, respectively;

(2) in the second paragraph in the French text,

(a) by replacing both occurrences of “Loi sur le régime de retraite des employés du gouvernement et des organismes publics” by “Loi sur le régime de retraite du personnel employé du gouvernement et des organismes publics”;

(b) by replacing “d’un employé qui s’est qualifié”, “un tel employé cesse d’être visé”, “s’il occupe” and “il a cessé d’être visé” by “d’une personne employée qui s’est qualifiée”, “une telle personne cesse d’être visée”, “si elle occupe” and “elle a cessé d’être visée”, respectively;

(3) by replacing the third paragraph by the following paragraph:

“An employee to whom this plan applies is deemed to hold pensionable employment at any time when the employee holds full-time or part-time employment, which includes, among other periods, any period during which the employee is absent without pay, is receiving salary insurance benefits and is on maternity leave or leave in connection with pregnancy or delivery. When an employee holds employment for which the basis of remuneration is 200 days, the employee is also deemed to hold pensionable employment until the end of the employment contract if the contract ends on 30 June of any year.”;

(4) by replacing “l’employé est assujetti” in the fourth paragraph in the French text by “la personne employée est assujettie”;

(5) by replacing “d’employés” in the fifth paragraph in the French text by “de personnes employées”.

266. Section 25 of the Act is amended

(1) by replacing “d’un employé” in the first paragraph in the French text by “d’une personne employée”;

(2) in the second paragraph,

(a) by replacing “employee on maternity leave” by “employee on maternity leave or personal leave in connection with pregnancy or delivery”;

(b) by replacing “she had not taken maternity leave” by “the employee had not taken such leave”;

(3) by replacing “employee on paternity or adoption leave is the basic salary the employee would have been entitled to receive had the employee not been on such leave for the period during which the employee receives benefits, or would receive benefits if” in the third paragraph by “employee on paternity leave or leave for the non-birthing parent or on adoption leave is the basic salary the employee would have been entitled to receive had the employee not been on such leave for the period during which the employee receives benefits, or would receive benefits if”;

(4) in the fourth paragraph,

(a) by replacing “d’un employé” in the French text by “d’une personne employée”;

(b) by replacing “cet employé aurait eu droit s’il” in the French text by “cette personne aurait eu droit si elle”;

(5) by replacing “d’un employé” in the fifth paragraph in the French text by “d’une personne employée”;

(6) by replacing “d’un employé” in the sixth paragraph in the French text by “d’une personne employée”.

267. Section 39.1 of the Act is amended by replacing “maternity, paternity or adoption leave” by “maternity leave or personal leave in connection with pregnancy or delivery, a paternity leave or leave for the non-birthing parent or an adoption leave”.

268. Section 43.1 of the Act is amended by replacing “employee because of a paternity or adoption leave” by “employee because of a paternity leave or leave for the non-birthing parent or an adoption leave” and by replacing “l’employé ne s’était pas prévalu” in the French text by “la personne employée ne s’était pas prévalu”.

269. Section 111 of the Act is amended, in the first paragraph,

(1) by replacing “l’employé et à moins d’un avis contraire de celui-ci” in the French text by “la personne employée et à moins d’un avis contraire de celle-ci”;

(2) by replacing “a maternity, paternity or adoption leave” by “a maternity leave or personal leave in connection with pregnancy or delivery, a paternity leave or leave for the non-birthing parent or an adoption leave”.

270. Section 118 of the Act is amended

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

“An employee who has had a period of absence without pay at a time the employee held pensionable employment under the Government and Public Employees Retirement Plan may, if the employee applies therefor, be credited with all or part of that period of absence if it consisted of more than 30 consecutive days or, in the case of part-time absence, of more than 20% of the regular time of a full-time employee holding similar employment.”;

(2) by replacing “Loi sur le régime de retraite des employés du gouvernement et des organismes publics” in the second paragraph in the French text by “Loi sur le régime de retraite du personnel employé du gouvernement et des organismes publics”;

(3) by replacing “a maternity, paternity or adoption leave” in the third paragraph by “a maternity leave or personal leave in connection with pregnancy or delivery, a paternity leave or leave for the non-birthing parent or an adoption leave” and by replacing all occurrences of “l’employé” in the French text by “la personne employée”;

(4) by replacing the fourth paragraph by the following paragraph in the French text:

“En outre, la personne employée qui, alors qu’elle occupait une fonction visée par le régime de retraite du personnel employé du gouvernement et des organismes publics ou par le régime de retraite des agents de la paix en services correctionnels, a cessé de participer à ce régime après une période d’absence sans traitement de 30 jours consécutifs ou moins sans que la retenue prévue à l’article 29.0.1 de la Loi sur le régime de retraite du personnel employé du gouvernement et des organismes publics ou à l’article 42.0.1 de la Loi sur le régime de retraite des agents de la paix en services correctionnels (chapitre R-9.2) ait entièrement été effectuée, peut également faire créditer la portion de cette période d’absence n’ayant pas fait l’objet de la retenue.”

271. The heading of Division III of Chapter V of the Act is amended by inserting “, PREGNANCY OR DELIVERY,” after “MATERNITY”.

272. Section 128 of the Act is amended

(1) by replacing “maternity, in respect of a female employee” in the first paragraph by “maternity, or pregnancy or delivery, in respect of an employee”;

(2) in the second paragraph,

(a) by replacing “l’employée” in the French text by “la personne employée”;

(b) by replacing “her” by “the employee”;

(3) in the third paragraph,

(a) by replacing “l’employée” in the French text by “la personne employée”;

(b) by replacing “her accumulated” and “her employer” by “the employee’s accumulated” and “the employer”, respectively.

273. Section 129 of the Act is amended

- (1) by replacing “a female employee” by “an employee”;
- (2) by replacing “she” by “the employee”;
- (3) by inserting “, or pregnancy or delivery,” after “maternity”;
- (4) by replacing “l’employée occupait une fonction visée par le régime de retraite des employés du gouvernement et des organismes publics” in the French text by “cette personne occupait une fonction visée par le régime de retraite du personnel employé du gouvernement et des organismes publics”.

274. Section 130 of the Act is amended

- (1) in the first paragraph,
 - (a) by replacing “L’employée”, “enseignante” and “de maternité” in the French text by “La personne employée”, “personne enseignante” and “de maternité ou de grossesse ou d’accouchement”, respectively;
 - (b) by striking out both occurrences of “she was”;
 - (c) by replacing both occurrences of “her” by “the”;
 - (d) by replacing “of marriage, maternity”, “she obtained” and “she ceased” by “of marriage, maternity, pregnancy or delivery”, “the employee obtained” and “the employee ceased”, respectively;
 - (e) by inserting “, pregnancy or delivery,” after “if the marriage, maternity”;
- (2) in the second paragraph,
 - (a) by inserting “personne” after “Cette” in the French text;
 - (b) by replacing “her basic” and “her application” by “the employee’s basic” and “the application”, respectively;
 - (c) by replacing both occurrences of “she” by “the employee”;
 - (d) by replacing “l’employée” in the French text by “la personne employée”;
- (3) in the third paragraph,
 - (a) by replacing “l’employée” in the French text by “la personne employée”;
 - (b) by replacing “her accumulated” and “her employer” by “the employee’s accumulated” and “the employer”, respectively.

275. Section 152.6 of the Act is amended

(1) in the first paragraph,

(a) by replacing “Tout employé” and “il” in the introductory clause in the French text by “Toute personne employée” and “elle”, respectively;

(b) by replacing “employés n’étaient pas visés” in subparagraph 1 in the French text by “personnes employées n’étaient pas visées”;

(c) by replacing “ses employés ont été intégrés dans un ministère ou un organisme dont les employés” in subparagraph 2 in the French text by “les membres de son personnel ont été intégrés dans un ministère ou un organisme dont les membres du personnel”;

(2) in the second paragraph,

(a) by replacing “the employee was entitled to salary insurance benefits or in which an employee availed herself of a maternity leave” by “the employee was entitled to salary insurance benefits or in which an employee was on maternity leave or personal leave in connection with pregnancy or delivery”;

(b) by replacing “her” by “the employee’s”;

(3) by replacing all occurrences of “l’employé” in the third paragraph in the French text by “la personne employée”;

(4) in the fourth paragraph,

(a) by replacing “l’employé” and “l’employé qui prend sa retraite le jour suivant celui où il” in the French text by “la personne employée” and “la personne employée qui prend sa retraite le jour suivant celui où elle”, respectively;

(b) by replacing “his or her” by “the”.

276. Section 196.4 of the Act is amended by replacing “ses employés” in the French text by “les membres de son personnel”.

277. Section 196.13 of the Act is amended by replacing “ses employés” in the French text by “les membres de son personnel”.

278. Schedule II to the Act is amended

(1) by replacing “EMPLOYÉS ET PERSONNES VISÉS” in the title in the French text by “PERSONNES EMPLOYÉES ET AUTRES PERSONNES VISÉES”;

(2) by replacing “EMPLOYÉS” in the heading of section 1 in the French text by “PERSONNES EMPLOYÉES”;

(3) in section 1,

(a) by replacing all occurrences, in the French text, of “employés” by “personnes employées”, except in the names of the bodies listed in that section, of “engagés” and “ils” by “engagées” and “elles”, respectively, and of “des employés permanents”, “embauchés”, “de ses employés réguliers”, “intégrés” and “qualifiés” by “des membres de son personnel employé permanent”, “embauchées”, “des membres de son personnel employé régulier”, “intégrées” and “qualifiées”, respectively;

(b) by replacing all occurrences of “régime de retraite des employés du gouvernement et des organismes publics” in the French text by “régime de retraite du personnel employé du gouvernement et des organismes publics”;

(4) by replacing “EMPLOYÉS” and “DE CEUX” in the heading of section 2 in the French text by “PERSONNES EMPLOYÉES” and “DE CELLES”, respectively;

(5) by replacing “EMPLOYÉS” in the heading of section 3 in the French text by “PERSONNES EMPLOYÉES”;

(6) by replacing both occurrences of “EMPLOYÉS”, and “QU’ILS”, in the heading of section 3.1 in the French text by “PERSONNES EMPLOYÉES” and “QU’ELLES”, respectively, and by replacing “MATERNITY LEAVE” in the heading of section 3.1 by “MATERNITY LEAVE OR PERSONAL LEAVE IN CONNECTION WITH PREGNANCY OR DELIVERY”;

(7) by replacing all occurrences of “EMPLOYÉS” in the heading of section 3.2 in the French text by “PERSONNES EMPLOYÉES”, and “SONT NOMMÉS OU EMBAUCHÉS” and “RÉGIME DE RETRAITE DES EMPLOYÉS DU GOUVERNEMENT ET DES ORGANISMES PUBLICS” by “SONT NOMMÉES OU EMBAUCHÉES” and “RÉGIME DE RETRAITE DU PERSONNEL EMPLOYÉ DU GOUVERNEMENT ET DES ORGANISMES PUBLICS”, respectively;

(8) by replacing both occurrences of “EMPLOYÉS”, and “EMPLOYÉS NOMMÉS OU EMBAUCHÉS”, in the heading of section 3.3 in the French text by “PERSONNES EMPLOYÉES” and “PERSONNES EMPLOYÉES NOMMÉES OU EMBAUCHÉES”, respectively;

(9) by replacing “RÉGIME DE RETRAITE DES EMPLOYÉS DU GOUVERNEMENT ET DES ORGANISMES PUBLICS” in the heading of sections 13.2 and 15 in the French text by “RÉGIME DE RETRAITE DU PERSONNEL EMPLOYÉ DU GOUVERNEMENT ET DES ORGANISMES PUBLICS”.

EDUCATIONAL CHILDCARE ACT

279. Section 3 of the Educational Childcare Act (chapter S-4.1.1) is amended by inserting “or parent” after “father”.

ACT RESPECTING THE QUÉBEC CORRECTIONAL SYSTEM

280. Section 49 of the Act respecting the Québec correctional system (chapter S-40.1) is amended

(1) in paragraph 2,

(a) by inserting “or one of his or her parents, his or her” after “mother,”;

(b) by inserting “or parent” at the end;

(2) in paragraph 3,

(a) by inserting “or one of his or her parents, his or her” after “mother,”;

(b) by inserting “or parent” after “father or mother”;

(3) in paragraph 4,

(a) by inserting “, or one of his or her parents,” after “mother”;

(b) by inserting “or parent” after “father or mother”.

281. Section 51 of the Act is amended, in the first paragraph,

(1) by inserting “or parent” after “mother”;

(2) by inserting “or parent” after “father or mother”.

282. Section 140 of the Act is amended

(1) by inserting “or parent” after “mother,”;

(2) by inserting “or parent” at the end.

COURTS OF JUSTICE ACT

283. Section 221 of the Courts of Justice Act (chapter T-16) is amended by inserting “or parents” after “mother”.

CHAPTER III

GENERAL AMENDING PROVISIONS

284. Unless already or otherwise provided for by this Act, all occurrences of the expression “régime de retraite des employés du gouvernement et des organismes publics” in the French text are replaced by “régime de retraite du personnel employé du gouvernement et des organismes publics”, with the necessary modifications, in the following Acts:

(1) the Act respecting the Pension Plan of Peace Officers in Correctional Services (chapter R-9.2);

(2) the Act respecting the Government and Public Employees Retirement Plan (chapter R-10);

(3) the Act respecting the Pension Plan of Management Personnel (chapter R-12.1).

285. Unless the context indicates otherwise, in any Act or regulation, the expressions “Loi sur le régime de retraite des employés du gouvernement et des organismes publics” and “régime de retraite des employés du gouvernement et des organismes publics” are replaced in the French text by “Loi sur le régime de retraite du personnel employé du gouvernement et des organismes publics” and “régime de retraite du personnel employé du gouvernement et des organismes publics”, respectively.

286. Unless the context indicates otherwise, in any text or document, whatever the nature or medium, a reference, in French, to the “Loi sur le régime de retraite des employés du gouvernement et des organismes publics” is a reference to the “Loi sur le régime de retraite du personnel employé du gouvernement et des organismes publics” and a reference to the “régime de retraite des employés du gouvernement et des organismes publics” is a reference to the “régime de retraite du personnel employé du gouvernement et des organismes publics”.

287. Unless already provided for by this Act, all occurrences of the expression “maternity leave” are replaced, depending on the context, by “maternity leave or personal leave in connection with pregnancy or delivery”, “such leave” or “the leave”, with the necessary modifications, in the following Acts:

(1) the Act respecting the Pension Plan of Peace Officers in Correctional Services;

(2) the Act respecting the Government and Public Employees Retirement Plan;

(3) the Act respecting the Pension Plan of Management Personnel.

288. Unless the context indicates otherwise or this Act already provides for it or provides otherwise, all occurrences of “employé” and “employée” are replaced in the French text by “personne employée” and all occurrences of “employés” and “employées” are replaced in the French text by “personnes employées”, with the necessary modifications, in the provisions of the following Acts:

(1) the Act respecting the Pension Plan of Peace Officers in Correctional Services, except the first paragraph of section 74.0.1;

(2) the Act respecting the Government and Public Employees Retirement Plan, except Schedule II.1 when such words are included in names of listed bodies;

(3) the Act respecting the Pension Plan of Management Personnel, except Schedule IV.

In addition, unless the context indicates otherwise or this Act already provides for it or provides otherwise, the provisions of Acts referred to in subparagraphs 1 to 3 of the first paragraph are amended by replacing all occurrences of the following terms when they are used in reference to an employee, with the necessary modifications:

(1) “he”, “him”, “she”, “he or she” and “him or her” by “the employee”;

(2) “his” and “his or her” by “the”, “the employee’s” or “their”, depending on the context;

(3) “her” by “the employee”, “the” or “the employee’s”, depending on the context;

(4) “himself”, “herself” and “himself or herself” by “themselves”;

(5) “female employee” by “employee”.

289. Unless already provided for by this Act, all occurrences of the words “enseignant” and “enseignante” in the French text are replaced by “personne enseignante” and, unless it is used in the expressions “régime de retraite des enseignants” and “Loi sur le régime de retraite des enseignants”, all occurrences of the word “enseignants” are replaced in the French text by “personnes enseignantes”, with the necessary modifications, in the following provisions:

(1) the first and third paragraphs of section 40 of the Act respecting the Pension Plan of Peace Officers in Correctional Services;

(2) section 24.0.1, the first paragraph of section 34, the first and third paragraphs of section 85, the second paragraph of section 85.2, the second paragraph of section 176 and the first paragraph of section 198 of the Act respecting the Government and Public Employees Retirement Plan;

(3) the first paragraph of section 50, the first paragraph of section 121, the first and third paragraphs of section 126 and the second paragraph of section 127 of the Act respecting the Pension Plan of Management Personnel.

In addition, unless the context indicates otherwise or this Act already provides for it or provides otherwise, the provisions referred to in subparagraphs 1 to 3 of the first paragraph are amended by replacing all occurrences of the following terms when they are used in reference to a teacher, with the necessary modifications:

- (1) “he”, “he or she” and “her” by “the teacher”;
- (2) “his” by “the”.

290. All occurrences of the word “fonctionnaire” in the French text are replaced by “personne fonctionnaire” and, unless it is used in the expression “régime de retraite des fonctionnaires” or “fonds de pension des fonctionnaires de l’enseignement”, all occurrences of the word “fonctionnaires” in the French text are replaced by “personnes fonctionnaires”, with the necessary modifications, in the following provisions:

- (1) sections 24.0.1 and 115.5.1, the second paragraph of section 176 and section 222.1 of the Act respecting the Government and Public Employees Retirement Plan;
- (2) the first paragraph of section 121 of the Act respecting the Pension Plan of Management Personnel.

In addition, unless the context indicates otherwise or this Act already provides for it or provides otherwise, the provisions referred to in subparagraphs 1 and 2 of the first paragraph are amended by replacing all occurrences of the following terms when they are used in reference to an officer, with the necessary modifications:

- (1) “he”, “he or she” and “him” by “the officer”;
- (2) “his” by “the”;
- (3) “himself” by “themselves”.

PART II

ENACTMENT OF THE ACT RESPECTING REMITTANCE OF DEPOSITS OF MONEY TO ACCOUNT CO-HOLDERS WHO ARE SPOUSES OR FORMER SPOUSES

291. The Act respecting remittance of deposits of money to account co-holders who are spouses or former spouses, the text of which appears in this Part, is enacted.

**“ACT RESPECTING REMITTANCE OF DEPOSITS OF MONEY TO
ACCOUNT CO-HOLDERS WHO ARE SPOUSES OR FORMER
SPOUSES**

“1. An authorized deposit institution within the meaning of the Deposit Institutions and Deposit Protection Act (chapter I-13.2.2) or a bank within the meaning of the Bank Act (Statutes of Canada, 1991, chapter 46) that receives a deposit of money, in Québec, is subject to the provisions of this Act.

“2. Before entering into a contract with spouses or former spouses for the opening of a demand deposit account of which the spouses or former spouses are the only two co-holders, every authorized deposit institution or bank must inform them in writing of the possibility of declaring their respective share in the account balance.

A declaration is used only for the purpose of remitting that share in the event the balance or part of the balance becomes inaccessible due to the death of one of the co-holders.

A declaration is made jointly, in writing, at the time the demand deposit account is opened, or at any other time, by the co-holders who are spouses or former spouses and a copy of it is given to the authorized deposit institution or the bank. The co-holders may, at any time and in the same manner, change the declaration.

The authorized deposit institution or the bank must also inform the spouses or former spouses in writing of the consequences of an omission to make such a declaration and of the spouses' or former spouses' responsibility to inform the institution or bank of any change to their respective share.

“3. After the death of one of the co-holders of a demand deposit account who were spouses or former spouses on the date of the death, the authorized deposit institution or the bank that is the depositary must remit to the surviving co-holder or to the liquidator of the deceased co-holder's succession who requests it in writing the share of the account balance that is owed to the surviving co-holder or that the liquidator is in charge of administering, as the case may be, or a part of that share if the request so specifies.

When making a remittance pursuant to the first paragraph, the authorized deposit institution or the bank that is the depositary must also remit to the surviving co-holder or to the liquidator of the deceased co-holder's succession who has made no request, as the case may be, the corresponding share or part of the share that is owed to the surviving co-holder or that the liquidator is in charge of administering. If such remittance cannot be made, the deposit institution or the bank reserves that corresponding share or part of the share.

The balance of the account remains in indivision. Any new request for remittance is dealt with in accordance with the rules set out in the preceding paragraphs.

“**4.** The share of each of the co-holders in the balance of the account is determined in the declaration. If no such declaration is made, their respective share corresponds to half of the account balance.

“**5.** A deposit institution or bank that contravenes this Act commits an offence and is liable to a fine of \$1,000 to \$40,000. Those amounts are doubled for a subsequent offence.

“**6.** Where a deposit institution or a bank commits an offence under this Act, its director or representative who was aware of the offence is deemed to be a party to the offence and is liable to a fine of \$600 to \$6,000, unless that person proves to the satisfaction of the court that the offence was committed without the person acquiescing to it.

The amounts provided for in the first paragraph are doubled for a subsequent offence.

“**7.** A person who accomplishes or omits to accomplish something in order to help a person to commit an offence under this Act, or who advises, encourages or incites a person to commit such an offence, is considered to have committed the same offence and is liable,

(a) in the case of a natural person, to a fine of \$600 to \$6,000; and

(b) in the case of a legal person, to a fine of \$1,000 to \$40,000.

The amounts provided for in the first paragraph are doubled for a subsequent offence.

“**8.** Penal proceedings for an offence under a provision of this Act are prescribed by two years from the date of the commission of the offence.

“**9.** If a person commits repeated offences under this Act, the Attorney General, after the Director of Criminal and Penal Prosecutions has instituted penal proceedings, may apply to the Superior Court for an interlocutory injunction enjoining that person, or the person’s directors, representatives or employees to cease perpetrating the alleged offences until final judgment is rendered in the penal proceedings.

After such judgment has been rendered, the Superior Court itself renders final judgment on the application for an injunction.

“**10.** The Minister of Justice is responsible for the administration of this Act.

“**11.** The Office de la protection du consommateur oversees the implementation of this Act.”

PART III

TRANSITIONAL AND FINAL PROVISIONS

292. The given name identified by the registrar of civil status before the date of coming into force of section 5 as being the usual given name of a person is presumed to be the person's usual given name within the meaning of article 50 of the Civil Code, amended by section 5.

The person who ascertains that the given name identified by the registrar of civil status is not the one the person commonly uses for identification purposes may apply to the latter to have the given name commonly used by the person for identification purposes substituted for the usual given name so identified. The procedure provided for in subdivision 3 of Division I of Chapter I of Title Three of Book One of the Civil Code, enacted by section 13, does not apply to such an application. In addition, such a substitution is made free of charge.

293. Until the coming into force of section 6, article 51 of the Civil Code is to be read by inserting "or his parents" after "his mother and father".

294. Until the coming into force of section 8, the first paragraph of article 53 of the Civil Code is to be read as follows:

"A child whose filiation is established with regard to only his father or mother or one of his parents bears the surname of his father, mother or parent, as the case may be, and one or more given names chosen by his father, mother or parent."

295. Until 17 June 2022, article 115 of the Civil Code is to be read by inserting "or of the parents" after "father and of the mother".

296. Any identity disclosure veto by a parent of origin, whether or not the bond of filiation has been registered in the original act of birth, registered before the date of coming into force of section 93, ceases to have effect on the adoptee's eighteenth birthday. The same applies to the protection by operation of law granted to the identity of a child toward a parent of origin in accordance with article 583.4 of the Civil Code, as it read before the date of coming into force of section 96.

297. Where terms of the personal relations between a child and the child's grandparents were determined by the court in accordance with article 611 of the Civil Code as it read before 8 June 2022, the consent of the child 14 years of age or over is required to maintain the relations and the child may decide to put an end to them without further formality.

298. Any person who, on 8 June 2022, having already obtained a change of the designation of sex appearing in their act of birth and who, before 8 June 2024, makes a new application for a change of that designation to have it refer to the identifier “non-binary” is exempt from the requirement that the application be accompanied by the letter referred to in section 23.3 of the Regulation respecting change of name and of other particulars of civil status (chapter CCQ, r. 4) and from paying the duties payable for such an application and for the issuing of a copy of the certificate of change of designation of sex.

299. The provisions of this Act come into force on 8 June 2022, except the provisions of

(1) sections 114 and 291, which come into force on 8 December 2022;

(2) sections 4, 10, 14, 15, 22, 25 to 29, section 34 except as regards the usual given name, section 35, paragraph 1 of section 38, section 39, section 41 insofar as it enacts the first paragraph of article 146 of the Civil Code, sections 42, 43 and 121, paragraph 2 of section 197, sections 199 and 201, section 202 insofar as it enacts section 24.1 and Division VII.2 of the Regulation respecting change of name and of other particulars of civil status, section 204, paragraph 1 of section 206, and section 207 insofar as it enacts section 10.4 of the Tariff of duties respecting the acts of civil status and change of name or of designation of sex (chapter CCQ, r. 10), which come into force on 17 June 2022;

(3) sections 1, 5 and 6, paragraph 2 of section 7, section 8, paragraph 2 of section 9, sections 11 and 13, section 34 as regards the usual given name, section 41 insofar as it enacts the second paragraph of article 146 of the Civil Code, sections 109, 132 to 137, 151 to 179 and 196, section 202 insofar as it enacts Division VII.1 of the Regulation respecting change of name and of other particulars of civil status, sections 203 and 205, paragraph 2 of section 206 and sections 230 to 232, which come into force on 8 June 2023 or an earlier date to be set by the Government;

(4) sections 44, 93 to 102, 138, 139, 147 and 184 to 188, which come into force on 8 June 2024 or an earlier date to be set by the Government.