

## Draft Regulations

### Notice

Act respecting collective agreement decrees  
(chapter D-2)

### Security guards —Amendment

Notice is hereby given, in accordance with section 5 of the Act respecting collective agreement decrees (chapter D-2), that the Minister has received an application by the contracting parties to amend the Decree respecting security guards (chapter D-2, r. 1) and that, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), the draft Decree to amend the Decree respecting security guards, appearing below, may be made by the Government on the expiry of 45 days following this publication.

The draft Decree mainly revises the wage premiums offered to security guards and increases wage rates and certain hourly premiums provided for in the Decree.

The regulatory impact analysis shows that the amendments proposed in the draft Decree may have a moderate impact on the enterprises subject to the Decree.

Further information on the draft Decree may be obtained by contacting Catherine Doucet, Direction des politiques du travail, Ministère du Travail, 425, rue Jacques-Parizeau, 5<sup>e</sup> étage, Québec (Québec) G1R 4Z1; telephone: 581 628-8934, extension 80082, or 1 888-628-8934, extension 80082 (toll free); email: catherine.doucet@mtess.gouv.qc.ca.

Any person wishing to comment on the draft Decree is requested to submit written comments within the 45-day period to the Minister of Labour, 200, chemin Sainte-Foy, 6<sup>e</sup> étage, Québec (Québec) G1R 5S1; email: ministre@travail.gouv.qc.ca.

JEAN BOULET  
*Minister of Labour*

### Decree to amend the Decree respecting security guards

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

**1.** The Decree respecting security guards (chapter D-2, r. 1) is amended in the first paragraph of section 1.01

(1) by replacing subparagraph 6 by the following:

“(6) “P-3 premium”: benefit paid to a guard who works in an institution within the meaning of section 94 of the Act respecting health services and social services (chapter S-4.2) and who, during the 2 preceding years, underwent crisis management training given by an instructor recognized by the Crisis Prevention Institute Inc., of a minimum duration of 16 hours, further to which a training certificate was issued by the instructor. The P-3 premium is also paid to a guard working in another sector if such training is required by a customer;”;

(2) by replacing subparagraph 7 by the following:

“(7) “P-4 premium”: benefit paid to a guard who, during the 3 preceding years, underwent first-aid, CPR and defibrillator training given by a training agency recognized by the Commission des normes, de l'équité, de la santé et de la sécurité du travail, of a minimum duration of 16 hours, further to which a training certificate was issued by the instructor;”;

(3) by inserting the following after subparagraph 10:

“(10.1) “P-8 premium”: benefit paid to a guard who works in the judicial or extra-judicial sector (judicial or quasi-judicial courts and premises where they are located including courthouses) or performing a duty related to those sectors (monitoring of inmates, witnesses and juries) and who, during the 2 preceding years, underwent use-of-force training given by an instructor recognized by the École nationale de police du Québec or the Association provinciale des agences de sécurité (A.P.A.S.), of a minimum duration of 20 hours, further to which a training certificate was issued by the instructor. The P-8 premium is also paid to a guard working in another sector if such training is required by a customer;”;

(4) by inserting the following paragraphs after paragraph 10.4:

“(10.5) “P-11 premium”: benefit paid to a guard for the hours worked between 10:00 p.m. and 6:00 a.m.;

(10.6) “P-12 premium”: benefit paid to a guard who, during the 2 preceding years, underwent customer service training given by the Association provinciale des agences de sécurité (A.P.A.S.) or a training school recognized by the Bureau de la sécurité privée, of a minimum duration of 4 hours, further to which a training certificate was issued by the instructor;

(11) “P-13 premium”: benefit paid to a guard who works when a public health emergency has been declared by the Gouvernement du Québec throughout the territory of Québec under the Public Health Act (chapter S-2.2);”

**2.** Section 3.04 is amended by inserting “, excluding P-4 and P-12 premiums which are included in the calculation of overtime” at the end of the first paragraph.

**3.** Section 4.07 is amended

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

“**4.07.** The hourly rates and premiums to which employees are entitled are at least those set in the following table:

	As of (insert the date of coming into force of the Decree)	As of 30 June 2024	As of 29 June 2025	As of 28 June 2026	As of 4 July 2027
<b>Class A employee</b>	\$19.34	\$19.69	\$20.09	\$20.60	\$21.10
<b>Class B employee</b>	\$19.59	\$19.94	\$20.34	\$20.85	\$21.35
<b>Premiums</b>					
P-1 premium*	\$0.35	\$0.35	\$0.35	\$0.35	\$0.35
P-2 premium*	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55
P-3 premium*	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00
P-4 premium*	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60
P-5 premium*	<i>Revoked</i>	<i>Revoked</i>	<i>Revoked</i>	<i>Revoked</i>	<i>Revoked</i>
P-6 premium*	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50
P-7 premium*	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00
P-8 premium *	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00
P-9 premium*	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
P-10 premium*	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
P-11 premium*	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
P-12 premium*	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
P-13 premium*	\$0.50	\$1.00	\$2.00	\$2.00	\$2.00

\* More than one premium may be applicable at the same time.

”;

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

“The employee, who receives a wage rate that is higher than the wage rate provided for in the Decree, is entitled to the salary increase provided for in the Decree. That employee is also entitled, where applicable, to premiums.”.

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

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