

4. Until 2 August 2025, the P-3 premium is also 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 has undergone, after 2 August 2023 and before 2 August 2025, the “OMEGA” training or the “ITCA” training and further to which a training certificate was issued by the instructor.

5. This Decree comes into force on 2 August 2023.

106403

Gouvernement du Québec

O.C. 1274-2023, 19 July 2023

Act respecting collective agreement decrees
(chapter D-2)

Automotive services industry – Québec — Amendment

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

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

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

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

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

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

WHEREAS, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1) and the first paragraph of section 5 of the Act respecting collective agreement decrees, a draft Decree to amend the Decree respecting the automotive services industry in the Québec region was published in Part 2 of the *Gazette officielle du Québec* of 5 April 2023 and in a French language newspaper and in an English language newspaper on 18 April 2023, with a notice that it could be made by the Government on the expiry of 45 days following that publication;

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

WHEREAS it is expedient to make the Decree with amendment;

IT IS ORDERED, therefore, on the recommendation of the Minister of Labour:

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

DOMINIQUE SAVOIE
Clerk of the Conseil exécutif

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

Act respecting collective agreement decrees
(chapter D-2, ss. 2, 4, 1st par., s. 6, 1st par. and s. 6.1, 1st par.)

1. The Decree respecting the automotive services industry in the Québec region (chapter D-2, r. 11) is amended by replacing section 9.01, as amended by section 2 of the Decree to amend the Decree respecting the automotive services industry in the Québec region, enacted by Order in Council 41-2023 dated 11 January 2023 (2023, G.O. 2, 48), by the following:

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

Trades	As of 2 August 2023	As of 2 August 2024	As of 2 August 2025	As of 2 August 2026
(1) Journeyman*:				
Class A	\$29.52	\$30.41	\$31.32	\$32.26
Class A/B	\$28.51	\$29.37	\$30.25	\$31.15
Class B	\$27.50	\$28.33	\$29.17	\$30.05
Class C	\$26.39	\$27.18	\$28.00	\$28.84
Apprentice – Journeyman:				
1st year	\$19.29	\$19.87	\$20.46	\$21.08
2nd year	\$20.20	\$20.81	\$21.43	\$22.07
3rd year	\$21.98	\$22.64	\$23.32	\$24.02
4th year	\$23.71	\$24.42	\$25.15	\$25.91
(2) Journeyman – Parts clerk:				
Class A	\$24.12	\$24.84	\$25.59	\$26.36
Class A/B	\$23.73	\$24.44	\$25.18	\$25.93
Class B	\$23.44	\$24.14	\$24.87	\$25.61
Class C	\$23.14	\$23.83	\$24.55	\$25.29
Apprentice – Parts clerk:				
1st year	\$18.65	\$19.21	\$19.79	\$20.38
2nd year	\$19.61	\$20.20	\$20.80	\$21.43
3rd year	\$21.24	\$21.88	\$22.53	\$23.21
4th year	\$22.86	\$23.55	\$24.25	\$24.98
(3) Messenger:				
	\$16.53	\$17.03	\$17.54	\$18.06
(4) Dismantler:				
1st year	\$18.43	\$18.98	\$19.55	\$20.14
2nd year	\$20.21	\$20.82	\$21.44	\$22.08
After two years	\$21.99	\$22.65	\$23.33	\$24.03
(5) Washer:				
	\$18.25	\$18.80	\$19.36	\$19.94
(6) Semiskilled worker and Service attendant:				
1st year	\$17.34	\$17.86	\$18.40	\$18.95
2nd year	\$18.99	\$19.56	\$20.15	\$20.75
After two years	\$20.64	\$21.26	\$21.90	\$22.55

Trades	As of 2 August 2023	As of 2 August 2024	As of 2 August 2025	As of 2 August 2026
(7) Service salesperson – Adviser:				
1st year	\$20.97	\$21.60	\$22.25	\$22.91
2nd year	\$22.31	\$22.98	\$23.67	\$24.38
3rd year	\$23.65	\$24.36	\$25.09	\$25.84
4th year	\$24.11	\$24.83	\$25.58	\$26.35
5th year	\$25.00	\$25.75	\$26.52	\$27.32
After five years	\$25.89	\$26.67	\$27.47	\$28.29

* The notion of journeyman includes the trades of mechanic, diesel mechanic, electrician, bodyworker, wheel aligner, automatic transmission specialist, painter and bodyman.”

2. Section 9.01.1 is amended by replacing “\$0.25” by “\$0.50”.

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

106404

Notice of adoption

Charter of human rights and freedoms
(chapter C-12)

Human Rights Tribunal

In accordance with sections 110, 114 and 115 of the Charter of human rights and freedoms (chapter c. C-12), the members of the Human Rights Tribunal, at a meeting held for that purpose in Montréal on 12 July 2023, adopted by a majority in its final version the Regulation of the Human Rights Tribunal. The Regulation of the Human Rights Tribunal is from now on the Regulation attached to this notice. The Regulation replaces the Regulation of the Human Rights Tribunal (chapter C-12, r. 6) adopted on 17 December 2015.

The President of the Human Rights Tribunal
THE HONOURABLE MADELEINE AUBÉ, J.C.Q.

REGULATION OF THE HUMAN RIGHTS TRIBUNAL

CHAPTER I GENERAL

1. The purpose of this Regulation is to simplify, facilitate and expedite application proceedings before the Tribunal. It must be construed and applied in a manner

that will ensure proper case management and efficient processing of cases, within the framework of the proper administration of justice. It completes the rules of proof and procedure set out in the Charter of Human Rights and Freedoms (chapter C-12).

Except as provided in the Charter or in this Regulation, the Code of Civil Procedure (chapter C-25.01) applies, with the necessary modifications, to proceedings brought before the Tribunal.

In a proceeding, a judge of the Tribunal may, in the interests of justice, modify a rule or exempt a party or a person from its application.

2. The parties must ensure that their actions, their pleadings and the means of proof they use are proportionate, in terms of the cost and time involved, to the nature and complexity of the matter and the purpose of the application.

The Tribunal must ensure that any stage of the proceeding is in keeping with the same principle.

3. The parties are duty-bound to co-operate and, in particular, to keep one another informed at all times of the facts and particulars conducive to a fair debate. They must refrain from acting with the intent to cause prejudice to another person or behaving in an excessive or unreasonable manner, contrary to the requirements of good faith.

CHAPTER II OFFICE

4. The registers, records, orders and judgments related to the proceedings before the Tribunal are kept in accordance with the Regulation of the Court of Québec (chapter C-25.01, r. 9), unless the president gives directives to the contrary where circumstances warrant.