

This Agreement is drafted in French and English.

SIGNED IN MONTREAL,
ON THIS 20TH DAY
OF OCTOBER, 2023

SIGNED IN TORONTO,
ON THIS 24TH DAY
OF OCTOBER, 2023

FOR THE ORDRE DES
COMPTABLES PROFESSIONELS
AGRÉÉS DU QUÉBEC

FOR THE CANADIAN
PUBLIC ACCOUNTABILITY
BOARD

GENEVIÈVE MOTTARD, CPA
President and Chief Executive Officer

CAROL A. PARADINE, FCPA, FCA
Chief Executive Officer

106630

Draft Regulation

Act respecting occupational health and safety
(chapter S-2.1)

Act to modernize the occupational health
and safety regime
(2021, chapter 27)

**Prevention and participation mechanisms
in an establishment**

Industrial and commercial establishments

Hazardous products information

Occupational health and safety

Occupational health and safety in mines

— **Amendment**

Prevention programs

— **Revocation**

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), that the Regulation respecting prevention and participation mechanisms in an establishment and the Regulation to amend the Regulation respecting industrial and commercial establishments, the Hazardous Products Information Regulation, the Regulation respecting occupational health and safety and the Regulation respecting occupational health and safety in mines, and to revoke the Regulation respecting prevention programs, appearing below, may be adopted by the Commission des normes, de l'équité, de la santé et de la sécurité du travail and submitted to the Government for approval, in accordance with section 224 of the Act respecting occupational health and safety (chapter S-2.1), on the expiry of 45 days following this publication.

The draft Regulation respecting prevention and participation mechanisms in an establishment determines the rules that are applicable in an establishment with regard to the prevention program, the action plan, the health and safety committee and the health and safety representative. In particular, the draft Regulation sets out the time limits for preparing, implementing and updating a prevention program or action plan as well as the hierarchy of the preventive measures for the purpose of preparing such a program or plan. The draft Regulation indicates the number of workers' representatives on a health and safety committee where there is no agreement between the employer and the establishment's workers. The draft Regulation specifies the rules of operation of a health and safety committee and the minimum amount of time that the health and safety representative may devote to the exercise of certain functions in the absence of an agreement between the committee members. The draft Regulation also provides for the content and duration of the training programs of a health and safety representative and members of the health and safety committee as well as the timeframe for participating in those programs.

The second draft Regulation makes consequential amendments to the Regulation respecting industrial and commercial establishments (chapter S-2.1, r. 6), the Hazardous Products Information Regulation (chapter S-2.1, r. 8.1), the Regulation respecting occupational health and safety (chapter S-2.1, r. 13) and the Regulation respecting occupational health and safety in mines (chapter S-2.1, r. 14), and revokes the Regulation respecting prevention programs (chapter S-2.1, r. 10), in consideration of the draft Regulation respecting prevention and participation mechanisms in an establishment.

The analysis of the draft Regulation respecting prevention and participation mechanisms in an establishment shows that the global costs for the enterprises concerned are \$150.4 million for the year of implementation and \$109.4 million per year thereafter. In the long term, the enterprises will benefit from investments dedicated to prevention, which will translate into the prevention or non-occurrence of occupational diseases or industrial accidents.

Further information on the draft Regulations may be obtained by contacting Lise Lavallée, Chair, comité-conseil sur les modalités d'application des mécanismes de prévention et de participation des travailleurs en établissement, Commission des normes, de l'équité, de la santé et de la sécurité du travail, 1199, rue de Bleury, Montréal (Québec) H3B 3J1; telephone: 514 264-1481; email: lise.lavallee@cnesst.gouv.qc.ca.

Any person wishing to comment on the draft Regulations is requested to submit written comments within the 45-day period to Mohamed Aiyar, Vice-chair, prevention, Commission des normes, de l'équité, de la santé et de la sécurité du travail, 1600, avenue d'Estimauville, Québec (Québec) G1J 0H7; telephone: 514 349-0858; email: mohamed.aiyar@cnesst.gouv.qc.ca.

ÉLISA PELLETIER

Acting Secretary General

Commission des normes, de l'équité, de la santé et de la sécurité du travail

Regulation respecting prevention and participation mechanisms in an establishment

Act respecting occupational health and safety (chapter S-2.1, s. 223, 1st par., subpars. 17.1, 22 to 24.1 and 42, and 2nd par.)

Act to modernize the occupational health and safety regime (2021, chapter 27, s. 232, pars. 6 to 10)

CHAPTER I PRELIMINARY PROVISIONS

1. For the purposes of the Act respecting occupational health and safety (chapter S-2.1), this Regulation determines the rules that are applicable in an establishment with regard to the prevention program, the action plan, the health and safety committee and the health and safety representative.

2. The levels related to the activities carried on in an establishment for the purposes of determining the frequency of the meetings of the health and safety committee and the amount of time that a health and safety representative may devote to the exercise of functions are provided for in Schedule I to this Regulation.

The levels are classified into 4 categories for the activities that correspond to the code used in the 2012 version of the North American Industry Classification System, hereafter "NAICS 2012", published by Statistics Canada. If many activities are carried on in an establishment, the level of that establishment is the one that corresponds to its primary activity. "Primary activity" means the activity that constitutes the objective of the establishment for the purpose of the production or distribution of goods or services.

3. Where an employer implements a prevention program in accordance with section 58.1 of the Act, this Regulation applies with the necessary modifications, in particular by considering that the number of workers corresponds to the total number of workers in the establishments as a group.

CHAPTER II PREVENTION PROGRAM AND ACTION PLAN

4. An employer has a period of 1 year to prepare and implement a prevention program or an action plan once subject to that requirement in accordance with the Act.

The 1-year period does not apply to an employer that already has or must have a prevention program implemented at its establishment and becomes subject to the requirement to prepare and implement an action plan. In such cases, the preparation and implementation of the action plan must be completed as soon as possible.

In cases where an employer becomes subject to the requirement to prepare and implement a prevention program and already has an action plan implemented at its establishment, the time period provided for in the first paragraph applies to the extent that the action plan is maintained until such time as the prevention program is implemented. If not, the preparation and implementation of the prevention program must be completed as soon as possible.

5. The employer must update its prevention program or action plan every year.

6. The measures and priorities for action to eliminate or, failing that, to control the identified risks must be provided for by the employer in the prevention program or action plan by giving precedence to preventive measures according to the following hierarchy:

- (1) the elimination of risks at the source;
- (2) the substitution of materials, processes or equipment for others to reduce risks;
- (3) the implementation of engineering controls such as the installation of a ventilation system or the addition of a protector on a machine to control risks related to the work environment and equipment;
- (4) the installation of warning systems such as audible alarms and lights to increase awareness of risks;
- (5) the implementation of administrative risk controls such as worker training and the use of safe work methods and procedures;

(6) the availability of individual or collective protective means and equipment for workers and the implementation of measures to ensure they are used and adequately maintained.

Risks that cannot be eliminated must be controlled by the employer with a combination of those preventive measures.

CHAPTER III HEALTH AND SAFETY COMMITTEE

DIVISION I COMPOSITION

7. In the absence of an agreement between the employer and the workers of the establishment, in accordance with the first paragraph of section 70 of the Act, the number of workers' representatives on the health and safety committee, including the health and safety representative, is, according to the number of workers of the establishment, as follows:

- (1) 20 to 50 workers: 2, except where the establishment has a group of workers that are not represented by a certified association having designated, pursuant to section 11, a member of the committee, in which case the number of workers' representatives is 3;
- (2) 51 to 100 workers: 3;
- (3) 101 to 500 workers: 4;
- (4) 501 to 1,000 workers: 6;
- (5) 1,001 to 1,500 workers: 7;
- (6) over 1,500 workers: 8.

DIVISION II PROCEDURES, TERMS AND CONDITIONS FOR THE DESIGNATION OF WORKERS' REPRESENTATIVES

8. Where 2 or more certified associations representing all of the workers of an establishment do not agree on the designation of the workers' representatives on the health and safety committee, in accordance with the third paragraph of section 72 of the Act, the workers' representatives are designated according to the following terms and conditions:

- (1) the certified association that, where applicable, represents the absolute majority of workers, designates the absolute majority of workers' representatives;

(2) the other certified associations designate, where applicable, their workers' representatives according to the sequence of the following steps:

- (a) the certified association that represents the highest percentage of workers in the establishment designates a representative;
- (b) the represented percentage of workers of the certified association having proceeded with the designation according to subparagraph *a* is reduced by one-half;
- (c) the certified association that then represents the highest percentage of workers designates a representative.

The steps described in subparagraphs *b* and *c* of subparagraph 2 of the first paragraph are repeated until all of the workers' representatives have been designated.

A certified association may group together with one or more other certified associations for the purposes of subparagraph 2 of the first paragraph. The overall percentage of workers represented by the grouping in the establishment is then the percentage taken into consideration.

Where 2 or more certified associations or groups of certified associations have an equal number of representatives, the workers' representative is designated by a draw, with each of the associations and each of the groupings presenting the name of a candidate. The representative is deemed to have been designated by the association or group of associations whose candidate's name is drawn.

If, as a result of applying the designation steps provided for in subparagraph 2 of the first paragraph, a certified association or group of certified associations could not designate a workers' representative, the last representative to be designated must be designated by a draw between the certified associations or groups of certified associations that have not designated a representative.

9. Where a single certified association represents some, but not all, of the workers of an establishment, that association designates the majority of the workers' representatives on the health and safety committee. The other workers' representatives on the committee are designated by the group of workers not represented by the certified association in accordance with section 11.

10. Where more than one certified associations represent some, but not all, of the workers of an establishment, the workers' representatives on the health and safety committee are designated in accordance with section 8.

For the purposes of section 8, except subparagraph 1 of the first paragraph of that section, the group of workers not represented by a certified association is

deemed to form a certified association. However, that group may not designate more workers' representatives than all the certified associations.

11. The group of workers not represented by a certified association that is authorized to designate a representative on the health and safety committee under sections 9 and 10 designates the representative through a vote held at a meeting convened for that purpose by the workers' and employer's representatives who are already committee members.

The notices of the vote and of the meeting for nominations must be made available to the group of workers by being posted or using any method of transmission at least 5 days before the vote and meeting take place.

The candidate who obtains the most votes is designated as a representative.

12. A certified association, grouping of certified associations or group of workers not represented by a certified association authorized to designate a workers' representative on the health and safety committee that fails to do so within 30 days is deemed to have refused or neglected to designate its representative.

In such a case, the position thus left vacant is filled in accordance with section 8, 9 or 10, as the case may be, for as long as the designation has not been made. The same applies where a certified association, grouping of certified associations or group of workers not represented by a certified association signifies its refusal to designate a workers' representative on the committee.

13. Where the workers of an establishment are not represented by a certified association, the workers' representatives on the health and safety committee are designated through a vote held at a meeting convened for that purpose by a worker of the establishment.

The notices of the vote and of the meeting for nominations must be made available to all the workers of the establishment by being posted or using any method of transmission at least 5 days before the vote and the meeting take place.

The candidates who obtain the most votes are designated as representatives.

14. The employer must allow the notices of the vote and of the meeting for nominations to be made available as well as for the vote to be held.

15. The number of workers' representatives on the health and safety committee is revised at the beginning of every year.

16. The workers' representatives on the health and safety committee perform their duties on the committee as long as the certified association, grouping of certified associations or group of workers not represented by a certified association that designated them remains authorized to do so and as long as the representatives have not been replaced.

DIVISION III RULES OF OPERATION

17. In accordance with section 74 of the Act, this Division, which provides minimum rules of operation, applies only in the absence of an agreement between the members of the health and safety committee.

18. The health and safety committee holds its first meeting within 30 days after its members have been designated.

19. The minimum frequency of health and safety committee meetings according to the classification of the establishment provided for in Schedule I are as follows:

- (1) level 1: 1 meeting every 3 months;
- (2) levels 2 and 3: 6 meetings per year;
- (3) level 4: 9 meetings per year.

For the purposes of subparagraphs 2 and 3 of the first paragraph, the meetings must be held during the year in order for the health and safety committee to meet at least once every 3 months.

20. The health and safety committee must also meet within 3 working days after a request by one of its members, where one of the following incidents occurs:

- (1) the death of a worker following a work accident;
- (2) the loss of a limb or of part of a limb, the total or partial loss of the use of a limb or a significant physical trauma to a worker; or
- (3) such serious injuries to 2 or more workers as probably to prevent them from performing their work for 1 working day.

21. The health and safety committee is presided over by 2 co-chairpersons designated by the committee members. One co-chairperson represents the workers and is chosen by the members who represent the workers on the committee; the other co-chairperson represents the employer and is chosen by the employer's representatives on the committee.

22. The meetings of the health and safety committee are presided over alternately by each co-chairperson.

The committee determines which co-chairperson will preside over the first meeting. Where there is disagreement, the co-chairperson is determined by a draw.

23. Where the co-chairperson who must preside over a meeting is absent, it is presided over by the other co-chairperson. The alternation provided for in section 22 is then adjusted accordingly.

24. A vacancy in the position of co-chair of the health and safety committee is filled in accordance with section 21, not later than 30 days after the committee has been so notified.

25. The agenda of a meeting of the health and safety committee is determined by the co-chairpersons.

The notice convening a meeting must indicate the location, date and time of the meeting and specify the subjects to be discussed.

The notice is sent by the co-chairperson who will preside over the meeting.

Any member of the committee may, at the beginning of the meeting and with the consent of the other members, propose amendments to the agenda.

26. The quorum of a meeting is achieved with at least half of the workers' representatives and at least one employer representative.

27. Where the group of employer representatives or the group of workers' representatives fails to agree on the position to be adopted with regard to a particular question, the position of the group is that which has received the majority vote of the representatives of that group attending the meeting.

28. Any vacancy on the health and safety committee must, not later than 30 days after the committee has been so notified, be filled, as the case may be, by the certified association, grouping of certified associations, group of workers not represented by a certified association or the employer that designated the committee member who must be replaced.

Where a certified association, grouping of certified associations or group of workers not represented by a certified association does not fill a vacancy within the prescribed period, the vacant position is filled in accordance with section 8, 9 or 10, as the case may be, as long as the designation has not been made.

The same applies where a certified association, grouping of certified associations or group of workers not represented by a certified association states its refusal to designate a workers' representative on the committee.

29. At each meeting, the health and safety committee approves the minutes of its previous meeting. The minutes thus approved must be kept by the employer for a minimum period of 5 years at the location determined by the committee and must be accessible by the co-chairpersons.

30. The members of the health and safety committee may, upon request to one of the co-chairpersons, obtain a copy of the minutes of the committee.

DIVISION IV TRAINING OF MEMBERS

31. The members of a health and safety committee, including the health and safety representative, must, within 120 days following their designation, obtain a certificate for at least 1 day of theoretical training issued by the Commission or by a person or body recognized by it.

The training must pertain in particular to

(1) the legislative and regulatory framework for occupational health and safety applicable to an establishment;

(2) the content of a prevention program;

(3) the mandate, functions and rules of operation of the committee;

(4) the roles and responsibilities of the members, health and safety representatives and co-chairpersons of the committee;

(5) the identification and analysis of the risks that may affect the health, safety, and physical and mental well-being of the establishment's workers;

(6) the keeping of registers of work accidents and occupational diseases, and events that could have caused them;

(7) accident investigations and analyses of reported incidents;

(8) the importance of cooperation between all members of the committee, in particular with the health and safety representative, in order to ensure the effectiveness of participation mechanisms and that occupational health and safety is taken in charge; and

(9) the taking into account of realities specific to women, men and workers under 16 years of age in the identification and analysis of risks.

CHAPTER IV HEALTH AND SAFETY REPRESENTATIVE

DIVISION I DESIGNATION PROCEDURE

32. Where a health and safety committee exists in an establishment, the health and safety representative is designated from among the workers' representatives on the committee.

DIVISION II MINIMUM AMOUNT OF TIME FOR THE EXERCISE OF FUNCTIONS

33. In the absence of an agreement between the members of the health and safety committee, in accordance with the second paragraph of section 92 of the Act, the minimum amount of time that the health and safety representative may devote per month to the exercise of functions, other than those contemplated in paragraphs 2, 6 and 7 of the first paragraph of section 90 of the Act, is, according to the number of workers and the level of the establishment provided for in Schedule I, as follows:

Number of workers	Level 1	Level 2	Level 3	Level 4
Under 20 workers	3 hours	4 hours	4 hours	4 hours
20 to 50 workers	3 hours	4 hours	8 hours	13 hours
51 to 100 workers	7 hours	8 hours	16 hours	26 hours
101 to 200 workers	11 hours	14 hours	27 hours	43 hours
201 to 300 workers	16 hours	21 hours	41 hours	65 hours
301 to 400 workers	20 hours	25 hours	49 hours	78 hours
401 to 500 workers	23 hours	30 hours	57 hours	91 hours
More than 500 workers	23 hours, to which are added 4 hours per additional 100 workers	30 hours, to which are added 6 hours per additional 100 workers	57 hours, to which are added 11 hours per additional 100 workers	91 hours to which are added 17 hours per additional 100 workers

If 2 or more health and safety representatives are designated at an establishment or at 2 or more establishments, the minimum amount of time that they may devote collectively to the exercise of their functions is the same as that provided for in the first paragraph for a single representative.

DIVISION III TRAINING

34. A health and safety representative who is a member of a health and safety committee must, within 120 days of being designated, obtain a certificate for at least 1 day of theoretical training issued by the Commission or by a person or body recognized by it.

The training must pertain in particular to

(1) the role, functions and responsibilities of the health and safety representative, including the recommendations that must be made to the committee concerning the psychosocial risks related to the work and recommendations concerning the duties that should not be performed by workers who are 16 years of age and under as well as the identification of situations that may be a source of danger to those workers;

(2) the inspection of workplaces;

(3) assistance to workers in exercising their rights under the Act and regulations;

(4) the role of the representative during the visit of an inspector, in the identification and analysis of risks, and in accident investigations and the analysis of reported incidents;

(5) interventions where a worker exercises the right of refusal;

(6) complaints to the Commission; and

(7) the importance of cooperation with the other members of the committee in order to ensure the efficiency of participation mechanisms and the complementarity of duties.

35. A health and safety representative who is not a member of a health and safety committee must, within 120 days of being designated, obtain a certificate for at least 2 days of theoretical training issued by the Commission or by a person or body recognized by it.

The training must pertain in particular to the subjects provided for in subparagraphs 1, 5, 7 and 9 of the second paragraph of section 31, subparagraphs 2 to 6 of the second paragraph of section 34 as well as to the following subjects:

(1) the content of a prevention program and an action plan;

(2) the role, functions and responsibilities of the health and safety representative, including the recommendations that must be made to workers or to their certified association and the employer concerning the psychosocial risks related to the work and recommendations concerning the duties that should not be performed by workers who are 16 years of age and under as well as the identification of situations that may be a source of danger to those workers;

36. The health and safety representative must also obtain, per 2-year reference period beginning on 1 April that follows the date of obtaining the certificate provided for in section 34 or 35, a certificate of participation in a training program issued by the Commission or by a person or body recognized by it.

The training program is at least 7 hours long and must pertain in particular to the following subjects, in relation to the work environment:

(1) a particular risk;

(2) emerging risks;

(3) legislative or regulatory amendments.

CHAPTER VII TRANSITIONAL AND FINAL

37. A member of a health and safety committee or a health and safety representative must obtain the certificate of theoretical training provided for in section 31, 34 or 35 of this Regulation, on the later of the following, either within 120 days of being designated or

(1) before 1 April 2026, where the member or representative was designated before that date in an establishment indicated as level 4 in Schedule I;

(2) before 1 October 2026, where the member or representative was designated before that date in an establishment indicated as level 3 in Schedule I;

(3) before 1 April 2027, where the member or representative was designated before that date in an establishment indicated as level 2 in Schedule I; or

(4) before 1 October 2027, where the member or representative was designated before that date in an establishment indicated as level 1 in Schedule I.

38. This Regulation comes into force on 1 October 2025.

SCHEDULE I

NAICS 2012 Code	Group of activities	Level
111	Crop production	3
112	Animal production and aquaculture	3
113	Forestry and logging	4
114	Fishing, hunting and trapping	3
115	Support activities for agriculture and forestry	4
211	Oil and gas extraction	2
212	Mining and quarrying (except oil and gas)	4
213	Support activities for mining, and oil and gas extraction	4
221	Utilities	1
236	Construction of buildings	1
237	Heavy and civil engineering construction	1
238	Specialty trade contractors	1
311	Food manufacturing	4
312	Beverage and tobacco product manufacturing	4
313	Textile mills	4
314	Textile product mills	4
315	Clothing manufacturing	2
316	Leather and allied product manufacturing	3
321	Wood product manufacturing	4
322	Paper manufacturing	2
323	Printing and related support activities	1
324	Petroleum and coal product manufacturing	1
325	Chemical manufacturing	4
326	Plastics and rubber products manufacturing	4
327	Non-metallic mineral product manufacturing	4
331	Primary metal manufacturing	4
332	Fabricated metal product manufacturing	4
333	Machinery manufacturing	4
334	Computer and electronic product manufacturing	3
335	Electrical equipment, appliance and component manufacturing	4
336	Transportation equipment manufacturing	4
337	Furniture and related product manufacturing	4

NAICS 2012 Code	Group of activities	Level
339	Miscellaneous manufacturing	1
411	Farm product merchant wholesalers	1
412	Petroleum and petroleum products merchant wholesalers	4
413	Food, beverage and tobacco merchant wholesalers	4
414	Personal and household goods merchant wholesalers	1
415	Motor vehicle and motor vehicle parts and accessories merchant wholesalers	1
416	Building material and supplies merchant wholesalers	1
417	Machinery, equipment and supplies merchant wholesalers	1
418	Miscellaneous merchant wholesalers	1
419	Business-to-business electronic markets, and agents and brokers	2
441	Motor vehicle and parts dealers	1
442	Furniture and home furnishings stores	4
443	Electronics and appliance stores	1
444	Building material and garden equipment and supplies dealers	2
445	Food and beverage stores	2
446	Health and personal care stores	1
447	Gasoline stations	2
448	Clothing and clothing accessories stores	1
451	Sporting goods, hobby, book and music stores	1
452	General merchandise stores	4
453	Miscellaneous store retailers	1
454	Non-store retailers	1
481	Air transportation	1
482	Rail transportation	2
483	Water transportation	2
484	Truck transportation	4
485	Transit and ground passenger transportation	4
486	Pipeline transportation	2
487	Scenic and sightseeing transportation	2
488	Support activities for transportation	2

NAICS 2012 Code	Group of activities	Level
491	Postal service	2
492	Couriers and messengers	4
493	Warehousing and storage	4
511	Publishing industries (except Internet)	1
512	Motion picture and sound recording industries	1
515	Broadcasting (except Internet)	1
517	Telecommunications	1
518	Data processing, hosting, and related services	1
519	Other information services	1
521	Monetary authorities - central bank	2
522	Credit intermediation and related activities	1
523	Securities, commodity contracts, and other financial investment and related activities	1
524	Insurance carriers and related activities	1
526	Funds and other financial vehicles	1
531	Real estate	2
532	Rental and leasing services	2
533	Lessors of non-financial intangible assets (except copyrighted works)	2
541	Professional, scientific and technical services	1
551	Management of companies and enterprises	1
561	Administrative and support services	3
562	Waste management and remediation services	4
611	Educational services	2
621	Ambulatory health care services	4
622	Hospitals	4
623	Nursing and residential care facilities	4
624	Social assistance	3
711	Performing arts, spectator sports and related industries	1
712	Heritage institutions	1
713	Amusement, gambling and recreation industries	1
721	Accommodation services	4
722	Food services and drinking places	2
811	Repair and maintenance	4

NAICS 2012 Code	Group of activities	Level
812	Personal and laundry services	2
813	Religious, grant-making, civic, and professional and similar organizations	2
814	Private households	2
911	Federal government public administration	2
912	Provincial and territorial public administration	1
913	Local, municipal and regional public administration	3
914	Aboriginal public administration	3
919	International and other extra-territorial public administration	2

Regulation to amend the Regulation respecting industrial and commercial establishments, the Hazardous Products Information Regulation, the Regulation respecting occupational health and safety and the Regulation respecting occupational health and safety in mines, and to revoke the Regulation respecting prevention programs

Act respecting occupational health and safety (chapter S-2.1, s. 223, 1st par., pars. 17.1, 22 to 24.1 and 42, and 2nd par.)

Act to modernize the occupational health and safety regime (2021, chapter 27, s. 232, pars. 6 to 10)

REGULATION RESPECTING INDUSTRIAL AND COMMERCIAL ESTABLISHMENTS

1. The Regulation respecting industrial and commercial establishments (chapter S-2.1, r. 6) is amended in Division XIV by replacing “, MEDICAL EXAMINATIONS AND SAFETY COMMITTEES” in the heading by “AND MEDICAL EXAMINATIONS”.

2. Subdivision 14.3 of Division XIV, comprising sections 14.3.1 to 14.3.3, is revoked.

**HAZARDOUS PRODUCTS INFORMATION
REGULATION**

3. The Hazardous Products Information Regulation (chapter S-2.1, r. 8.1) is amended in section 11 by replacing “safety representative” by “health and safety representative”.

4. Section 23 is amended by replacing “safety representative” in the first paragraph by “health and safety representative”.

**REGULATION RESPECTING PREVENTION
PROGRAMS**

5. The Regulation respecting prevention programs (chapter S-2.1, r. 10) is revoked.

**REGULATION RESPECTING OCCUPATIONAL
HEALTH AND SAFETY**

6. The Regulation respecting occupational health and safety (chapter S-2.1, r. 13) is amended in section 141.5

(1) by replacing “the prevention program, or if none in a register, the following entries and documents” in the first paragraph by “a register the following entries and documents, if they are not already provided for in the prevention program or action plan”;

(2) by replacing “the safety representative, to the health and safety committee and to the physician responsible for the employer’s establishment” in the second paragraph by “the health and safety representative, to the health and safety committee and to the physician responsible for occupational health”.

7. Section 199 is amended by replacing “safety representative” in the second paragraph by “health and safety representative”.

**REGULATION RESPECTING OCCUPATIONAL
HEALTH AND SAFETY IN MINES**

8. The Regulation respecting occupational health and safety in mines (chapter S-2.1, r. 14) is amended in section 27 by replacing “safety representative” by “health and safety representative”.

9. Section 28.04 is amended by replacing “safety representative” in the second paragraph by “health and safety representative”.

FINAL

10. This Regulation comes into force on 1 October 2025.

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