

Bâtir

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The construction industry's new Labour Referral Service to be implemented on September 9, 2013

Last December 6, the National Assembly adopted Bill 6, *An Act Concerning the Date of Coming into Force of Certain Provisions of the Act to Eliminate Union Placement and Improve the Operation of the Construction Industry*, thus setting the date that provisions regarding the construction industry's new Labour Referral Service will come into force: September 9, 2013. Transition measures are planned for next February. ●

▲ Turn to page 3 for further information.

Annual Christmas vacation

In a few weeks, the annual Christmas vacation will begin for a majority of workers and employers of the construction industry.

Will there be any exceptions? Will inspection services be maintained? ●

▲ See page 7 for more information.

New apprentice wage rate applicable upon change of period

As soon as an apprentice has completed the 2,000 hours required for an apprenticeship period, he or she is entitled to be paid the new rate. ●

▲ See page 2.

Assessable benefits as of January 1, 2013

Certain insurance conditions constitute assessable benefits that employers must take into account when calculating their deductions at source as of January 1, 2013. ●

▲ See pages 4 and 5.



New apprentice wage rate applicable upon change of apprenticeship period

For the holder of a competency certificate-apprentice, the change of apprenticeship period also marks a change in wage rate.

Thus, as soon as an apprentice has completed the 2,000 hours required for his or her apprenticeship period, it is the employer's responsibility to adjust the wage rate provided for the new apprenticeship period. The employer will do so without requiring that the employee get his or her apprenticeship record book stamped by the CCQ attesting to a temporary change of period. The fact is that the moment when the employer or employee becomes aware of the change in force does not modify the employer's obligation to pay the new wage rate.

How can the employer fulfill this obligation?

- By keeping up to date a log book of the hours worked by the workforce;
- By following the hours worked by the new apprentices based on the information appearing in their apprenticeship record books at the time of hiring.

How can the apprentice notify an employer?

When 1,600 hours or more have been completed for an apprenticeship period, the CCQ automatically sends a notice inviting the apprentice to follow his or her progress and to notify the

employer of the coming change of period. If the date of the change of period falls previous to the reception of the notice, the employer must, if he or she has not yet done so, pay the new wage rate retroactively to the time when the apprentice effectively completed the 2,000 hours. However, for the residential construction sector, the collective agreement provides that the retroactive payment will not exceed ten (10) days if the employee has failed to notify the employer. It should be underlined that in the event of a disagreement between the employee and the employer, the apprentice may file a salary complaint with the CCQ.

Should this change of apprenticeship period be the result of an update of the apprenticeship record book following the payment of training credit hours, a new apprenticeship record book will be issued to the apprentice. It will then be up to the apprentice to notify his or her employer of the change of period.

As to the apprentice who has successfully passed the provincial qualification examination in his or her trade or specialty, the employer must pay the new journeyman wage rate beginning on the date of the qualification examination session, except where the collective agreement provides specific rules regarding retroactivity, as is the case in the residential sector. However, it is up to the apprentice to provide the employer with a letter attesting to his or her successful passing of the examination. This letter is forwarded by the CCQ within ten (10) days following the examination session. ●

Insurance Plans

Mailing of MÉDIC Construction cards

The MÉDIC Construction cards of persons insured for the period from January 1 to June 30, 2013, will be mailed around December 21, 2012. ●

The new mobile training unit for roofers has arrived!

Your roofers need practical training? Your company is based in an isolated area far from the large urban centres? You have sufficient space to organize a training session?

The mobile training unit for roofers is specifically designed to meet your needs. Proud of the success it has known these past few years, the mobile training unit for roofers has had a makeover this year. The purchase of a new cube truck, funded by the Fonds de formation des salariés de l'industrie de la construction, allows to broaden the range of services offered to you. Be it for the organization of upgrading sessions on elastomeric membranes, single-ply membranes, gravel and asphalt coatings, the operation of your asphalt boiler, or any other new type of membrane or application, the mobile training unit

for roofers and an experienced trainer will travel to your premises. A customized course will be developed based on your company's specific needs and the upgrading sessions will be organized by our team according to your schedule. Don't wait any longer. Reserve a place this winter for the mobile training unit for roofers!

If you need any information, you can call Isabelle Leclaire, training consultant for the On-the-job Training Services, at 514 593-3111, or the toll-free number 1 866 923-3107, extension 3197. You can also call the Info-perfectionnement line at 1 888 902-2222. Note that the eligibility criteria are those of the Fonds de formation des salariés de l'industrie de la construction. ●

The construction industry's new Labour Referral Service to be implemented on September 9, 2013

On Thursday, December 6, 2012, the National Assembly adopted Bill 6, thus setting the date that provisions regarding the construction industry's new Labour Referral Service will come into force: September 9, 2013.

This new service puts the construction industry on the path toward transparency in management of the workforce and accountability for employers, workers, and the associations that represent them.

More details will be provided to our clientele in coming months. You are invited to visit our website (ccq.org) on a regular basis for further details.

Two measures will be implemented in early 2013 (see box). More details will be sent to you on the subject at the beginning of the year. ●

Temporary measures and new services for employers and workers starting in February 2013

From now until the new service is fully deployed, union associations must continue to send the CCQ the weekly report of referrals that they make to employers.

For employers and workers, new measures will be implemented in February to begin the change of culture and gradual adherence with the new practices.

Therefore, starting February 4, 2013, when employers make a hiring request to the CCQ, they will have to indicate the date of hiring as well as the source used to recruit the workers: referral from an association, personal relationship, or other. This temporary measure will make it possible to improve the quality of information collated by the CCQ and support the change in practices that employers will have to adopt next autumn.

During the same period, workers will be invited to enhance the professional profile appearing in their records so that the CCQ may provide them with better referrals. Not only will this service help to improve the quality of the information collated by the CCQ, it will help the CCQ to better meet the needs of employers and workers alike.

Assessable benefits in force as of January 1, 2013

The life insurance and health insurance contributions paid to the CCQ by an employer constitute assessable benefits for purposes of taxation on the provincial level, while on the federal level, only the life insurance contributions constitute an assessable benefit.

Provincial

Revenu Québec requires that all employers take these assessable benefits into account when calculating the deductions at source. Beginning on January 1, 2013, the employer must take into account the additional assessable wages indicated in the following table

(hourly rates). The amount varies according to the insurance plan and the sector of activity, or the wage schedule (example: the linemen).

Federal

The Canada Revenue Agency does not require that the employer take into account the life insurance contributions as assessable benefits in the calculation of the deductions at source. The CCQ issues to all the employees concerned a T4A statement indicating the value of this assessable benefit. If an employer also indicates an assessable benefit on the T4 statement to be issued to an employee, this person will be subjected to double taxation. ●

Trade	Residential	Institutional and commercial	Industrial		Civil engineering and roadwork*
			All schedules except N4, N5, N6	Schedules N4, N5, N6	
Bricklayer-mason (110)	\$1.926	\$2.042	\$2.042	\$2.042	\$2.042
Tile setter (140)	\$1.926	\$2.042	\$2.042	\$2.042	\$2.042
Carpenter-joiner (160)	\$1.926	\$1.926	\$1.926	\$2.018	\$2.018
Deep foundation layer (168)	\$1.926	\$1.926	\$1.926	\$2.018	\$2.018
Flooring spec. sander (joiner) (174)	\$1.926	\$1.926	\$1.926	\$2.018	\$2.018
Cement finisher (200)	\$1.926	\$2.042	\$2.042	\$2.042	\$2.042
Roofer (210)	\$1.926	\$2.169	\$2.169	\$2.169	\$2.169
Electrician (220)	\$2.213	\$2.213	\$2.213	\$2.213	\$2.213
Security systems installer (222)	\$2.213	\$2.213	\$2.213	\$2.213	\$2.213
Tinsmith (230)	\$1.926	\$2.086	\$2.086	\$2.086	\$2.086
Millwright (280)	\$1.926	\$2.068	\$2.068	\$2.068	\$2.068
Heavy equipment mechanic (290)	\$1.926	\$1.926	\$1.926	\$2.266	\$2.266
Spreader operator (324)	\$1.926	\$1.926	\$1.926	\$2.266	\$2.266
Grader operator (326)	\$1.926	\$1.926	\$1.926	\$2.266	\$2.266
Excavator operator class A (331)	\$1.926	\$1.926	\$1.926	\$2.266	\$2.266
Roller operator class A (336, 337)	\$1.926	\$1.926	\$1.926	\$2.266	\$2.266
Tractor operator class A (338, 339)	\$1.926	\$1.926	\$1.926	\$2.266	\$2.266
Shovel operator class AA (347, 348, 349)	\$1.926	\$1.926	\$1.926	\$2.266	\$2.266
Plasterer (370)	\$1.926	\$2.042	\$2.042	\$2.042	\$2.042
Joint pointer (plasterer) (372)	\$1.926	\$2.042	\$2.042	\$2.042	\$2.042
Plumber (pipefitter), heating systems installer, pipe welder, pipeline welder (412, 414, 765, 767)	\$1.926	\$2.203	\$2.203	\$2.203	\$2.203
Fire protection mechanic (416)	\$1.926	\$2.133	\$2.133	\$2.133	\$2.133

* All schedules except E-1, E-2, E-3 and E-4.

See table on page 5

Trade	Residential	Institutional and commercial	Industrial		Civil engineering and roadwork*
			All schedules except N4, N5, N6	Schedules N4, N5, N6	
Refrigeration mechanic (418)	\$1.926	\$2.070	\$2.070	\$2.070	\$2.070
Concrete former (carpenter-joiner) (500)	\$1.926	\$1.926	\$1.926	\$2.018	\$2.018
Tractor operator class AA (538)	\$1.926	\$1.926	\$1.926	\$2.266	\$2.266
Labourer (decontamination) (601)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
Labourer (roofing) (607)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
General helper (roofing) (608)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
Labourer, masonry (609)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
Labourer, underground conduits (610)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
Labourer, concrete and asphalt sawing (611)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
Labourer, air-duct maintenance (612)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
Labourer (scaffolding) (614)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
Labourer (initial maintenance and clean-up) (621)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
Steam boiler fireman (625, 626)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
Clerk (629)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
Truck driver class AA (642, 643, 644, 645)	\$1.926	\$2.013	\$2.013	\$2.266	\$2.266
Watchman (except schedules E-1, E-2, E-3, E-4) (701)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
Storeman (711)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
Labourer (713)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
General helper (tile setter) (715)	\$1.926	\$2.042	\$2.042	\$2.042	\$2.042
General helper (719)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
Hoisting equipment operator class A (723, 724)	\$1.926	\$2.013	\$2.013	\$2.266	\$2.266
Generator operator (745)	\$1.926	\$2.013	\$2.013	\$2.266	\$2.266
Pump and compressor operator (747)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
Stationary/portable mixing plant operator (749)	\$1.926	\$2.013	\$2.013	\$2.266	\$2.266
Asphalt scraper (753)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
Welder (761)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
Heavy equipment welder (763)	\$1.926	\$2.013	\$2.013	\$2.266	\$2.266
Boilermaker welder (769)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
Distribution welder (771)	\$1.926	\$2.203	\$2.203	\$2.203	\$2.203
Steel erector welder (773)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
Heavy equipment serviceman (779)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
Labourer (pipeline) (781)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
Heavy equipment tire and body repairman (785)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
Gas fitter (787)	\$1.926	\$2.013	\$2.013	\$1.926	\$1.926
All other employees	\$1.926	\$1.926	\$1.926	\$1.926	\$1.926

Trade	Civil engineering and roadwork, schedules E1, E2, E3 and E4
Electrician (794)	\$2.213
All except electrician (all except 794)	\$2.247

Monthly report

in force on January 1, 2013: New rate and new method of calculating QST

Starting January 1, 2013, the Québec Sales Tax (QST) will be calculated on prices excluding the Goods and Services Tax (GST). However, so that the total of taxes to pay will remain the same, the QST rate will be adjusted to 9.975%. These new measures are due to a fiscal coordination agreement concluded between Canada and Québec.

This rate (9.975%) and the new calculation method will come into force with the January 2013 monthly report period to be remitted by February 15, 2013, at the latest. ●

Hard copies of the monthly report

Be reminded that the CCQ no longer mails out personalized monthly reports. You can transmit your monthly report by using your adapted accounting software or by completing a data capture form available through the CCQ's online services;

If you still wish to complete a hard copy of the monthly report, you can download copies from the "Forms" section of our website. Don't forget to indicate the name of your company, your employer number, as well as the monthly work period. You can also contact our customer service counter and request that a form be mailed out to you. ●

Pension plan

Pension adjustment

The Régime supplémentaire de rentes pour les employés de la construction du Québec (federal registration number 0351106) is an interentreprise plan established for purposes of calculation and declaration of the pension adjustment (PA). Each employer is responsible for the calculation and declaration of the PA.

The pension adjustment is obtained by adding:

- the employee's annual contribution (A) AND
- the employer's annual contribution to the employee's pension plan (B).

(A) The employee's annual contribution is the sum of his or her contributions to the social benefit plans, deducted from each pay, since all these contributions are paid into the pension plan.

(B) The employer's annual contribution is the sum of the contributions the employer pays into the pension plan for each hour worked by the employee. For the year 2012, the rates of the employer's contribution to the pension plan are as follows:

- from January 1 to April 28, 2012: \$3.805 per hour worked by a journeyman or a person working in an occupation, and \$3.065 per hour worked by an apprentice;
- beginning on April 29, 2012: \$4.075 per hour worked by a journeyman or a person working in an occupation, and \$3.335 per hour worked by an apprentice.

The PA thus calculated must appear on the T4 slip for the 2012 taxation year. For further details on the tax rules regarding retirement

Reminder

Annual Christmas vacation

The annual Christmas vacation of the workers in the four sectors of the construction industry will begin on Sunday, December 23, 2012, at 0:01 a.m., and end at midnight on Saturday, January 5.

During this period, the construction sites will be closed, and all work carried out will be paid at the increased salary rate in compliance with the provisions of the sector-based collective agreements. However, exceptions are provided for certain construction sites that may remain open.

This is namely the case for the performance of maintenance, repair, modification, renovation, and emergency works, as well as works in the area of new light construction.

These exceptions are set out in the sections of the collective agreements pertaining to mandatory annual vacation periods. If you plan to perform or to order done these types of works, you must, as an employer, enter into an agreement with the concerned employees and notify, if applicable, the CCQ and the majority union group.

When you notify us of an agreement, make sure that the documents you send to the CCQ include your employer number, the sector and nature of the works to be done, the address of the construction site, as well as the name and client number or the social insurance number of the concerned workers. Lastly, note that the CCQ will not issue any exemptions, authorizations or permissions to perform construction work during this vacation period.

Inspection services

Please note that in order to further the observance of the collective agreements, statutes and regulations, namely as regards enterprises

that do not benefit from the overriding provisions set out in the agreements, the CCQ will maintain its inspection services during this holiday period.

If you wish to file a claim regarding a site, and solely for this purpose, you may call the following telephone numbers:

Montréal: 514 593-3132

Other regions: 1 800 424-3512

Customer services

Even if our customer services are closed during this vacation period, don't forget that a host of information is available on our Web site at www.ccq.org. Also, you may use our online services throughout the holidays. ●

You wish to notify us of an agreement?

Make sure that the documents you send to the CCQ include the following information:

your employer number;

the sector and nature of the works to be carried out;

the address of the construction site;

the names of the workers concerned;

the client number or the social insurance number of the workers concerned.

Continued from page 6

PENSION PLAN – PENSION ADJUSTMENT

savings and the calculation of the PA, refer to the publications T4084 *Pension Adjustment Guide* and T4040 *RRSPs and Other Registered Plans for Retirement*, published by the Canada Revenue Agency.

For the year 2012, the result of the calculation of the PA may, in certain cases, exceed the maximum of 18% indicated in the above-mentioned publications. Should this be the case, you must still indicate the result of your calculation on the T4 slip. ●



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du Québec

The present document is produced solely for information purposes. Only the *Act respecting labour relations, vocational training and manpower management in the construction industry*, its regulations and the collective agreements in force in the construction industry, have legal value.

The male gender is occasionally used for ease of reading only. In all cases, the text refers equally to men and women.

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