

# Bâtir

Published for the employers  
in the construction industry



Commission  
de la construction  
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## Sector-based collective agreements

Check the Web site [ccq.org](http://ccq.org) on a regular basis for the publication of the highlights of the new collective agreements in force in the industry. For further details on applicable salary rates, you are invited to refer to the CCQ's or your association's Web site. ●

## Annual contribution to the AECQ

### Not to be forgotten!

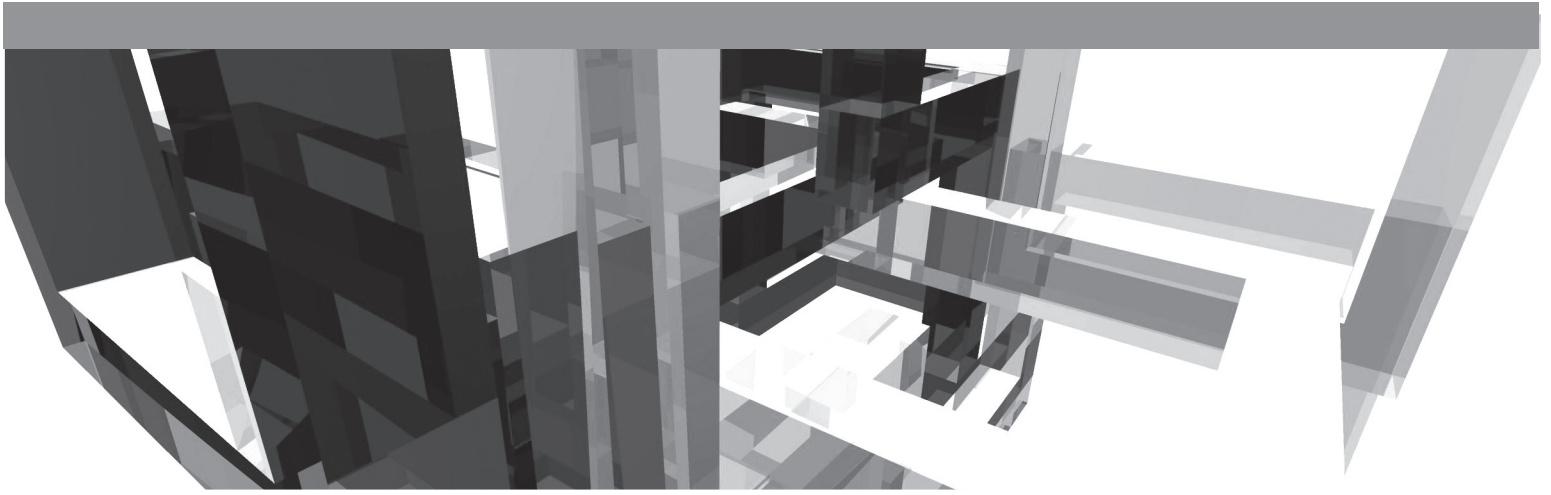
The AECQ, or Association des entrepreneurs en construction du Québec, requires that its members pay a basic contribution of 25%. Be reminded that this contribution must be paid in one lump sum along with the monthly report for October 2013, due to be transmitted at the latest by November 15. ●

## *Fiers et compétents*

### New campaign on worker upgrading in the construction industry

The construction industry is mobilizing to promote the upgrading of its workers. This promotional campaign, with the theme *Fiers et compétents*, has been taking the Web in Québec by storm since last August 19. Sustained communication efforts are aimed at reminding workers and companies of the importance of continuing training in the construction industry, and at increasing registration numbers for the upgrading activities offered in all regions. The 2013-2014 course offering is available on the Web site [fiersetcompetents.com](http://fiersetcompetents.com).

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## Carnet référence construction



# All systems go!

The Carnet référence construction has been online since September 9. It is the result of long months of intensive efforts by the CCQ's teams, but more particularly, it is a turning point in the application of the new regulations touching on workforce referrals in the industry.

During the last months preceding the placement of the new service online, the CCQ deployed significant efforts to inform the employers. In addition to holding employer forums with your associations on a regular basis, we prepared a special edition of *Bâtir* designed to provide answers to the questions we knew you would submit. Thanks to the cooperation of the employer associations, over 2,000 employers attended the information sessions held in all the regions of Québec. Finally, a promotional campaign was rolled-out through the major radio stations in the province and a sustained presence was ensured on the *MétéoMédia* channel in September.

The surveys that preceded its online placement concluded that most of you were ready for the Carnet référence construction. Within the first few days, the volume of users of the new Web service confirmed that the preparation work had been properly accomplished and that the computer system adequately fulfilled the demands.

At the end of the first 10 days:

- more than 1,400 statements of workforce needs (demands for referrals) had been filed by over 675 different companies to fill over 3,200 jobs;
- more than 2,700 lists stemming from the unions (permit holders) had been transmitted to the employers;
- more than 30,800 workers had been referred through the Carnet;
- more than 10,000 hiring and dismissal notices had been registered.

The Customer Service team has been working hard to accompany the employers who experienced problems or needed answers to their questions. The dedicated team made sure it speedily processed your concerns and remained constantly in contact with the system developers. Everything considered, there were very few hitches for a project of this scope and none of them jeopardized the operations of the new online service.

The CCQ is now working on ensuring a surveillance of the use of the system and on preparing future improvements for the Carnet. ●

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## **FIERS ET COMPÉTENTS**

A variety of means are being used to reach out to apprentices, journeymen and contractors: an information site, a Facebook page, a weekly contest, online advertising, and even four video capsules on the Web.

### **Thousands of workers upgrade their skills every year**

Almost 20,000 workers – about 10% of the industry's workforce – receive training every year, a proportion that is significantly higher than in most other sectors of activity. This achievement clearly demonstrates the relentless will and work of the employer and union associations spread over more than 30 years. ●

## **Thanksgiving Day**

Thanksgiving Day is a statutory holiday in the construction industry. This year, this holiday falls on Monday, October 14. This means that all work carried out on this date must be paid at the increased salary rate in compliance with the provisions of the sector-based collective agreements. ●

## **The CCQ's mobile points of service**

In November, the CCQ will have mobile points of service in the towns of Chibougamau, Saint-Georges de Beauce, La Malbaie, Victoriaville, and Drummondville. Refer to our Web site for all the details on the towns to be visited over the months to come. ●

## News from First Nation communities

# Cree students visit construction sites in Montréal

Who are these four young students who traveled 12 hours by bus to come and see deep foundations and structural slabs in Montréal? They are Cree students from Waswanipi, a community in the Nord-du-Québec region located 740 kilometers from Montréal, who are

following the carpenter-joiner study program and who have come to benefit from an enriching experience in line with their academic path. Last July, and accompanied by their teacher, these members of the graduating class of the Sabtuan Regional Vocational Training Center had the opportunity to visit four construction sites in Montréal in the company of representatives of the Commission de la construction du Québec.



### A very busy educational visit

The group's stay began with a visit of the residential project bordering the Lachine Canal where the site superintendent explained in detail how to dig, consolidate and form deep foundations. The students then visited a building comprising about 15 floors, where they learned by observing the accomplishment of several tasks related to the carpenter-joiner trade. The first day ended on the site of another project in the downtown area where the workers were busy forming structural slabs. The next day, the young students concluded their trip to the big city with a visit of two residential projects in the quarter of Little Italy.

▲ Our group of students from Waswanipi, and the security agent who guided them, on the construction site at 2727, Saint-Patrick Street, managed by general contractor Axxys Construction.



This passage through the metropolis allowed our future workers in the industry to witness concrete applications of several notions learned in their training, and to exchange with intervenors in the sector. Generously sharing their time and expertise, the people they met not only transmitted great enthusiasm and passion to our visitors, but also shared with them many technical details of the construction projects.

### **Future ambassadors**

Before returning to Waswanipi, the students wished to warmly thank the people they met on the sites, as well as the CCQ which helped them to embark on this educational tour.

By all accounts, our future carpenter-joiners left Montréal with their heads full of great memories and new contacts. We can bet that this experience will make them great ambassadors in their community for their profession and the industry. ●



▲ From left to right: Jeremie Dixon, John Napash, Benoit Forest (their teacher), Jeremiah Happyjack, and Jonathan Gull.

# The CCQ on construction sites in Nunavik

Last August, four of the Commission de la construction du Québec's site inspectors traveled to Nunavik to visit ongoing projects and meet workers and employers in the construction industry. The presence of CCQ representatives in the region allowed namely to heighten the awareness of the people they met regarding the obligation to hold a competency certificate to work on construction sites in Québec and to comply with the collective agreements in force in the four sectors of the industry.

The CCQ held an information campaign in support of the inspectors' work during the weeks preceding their arrival,

all with a view to reminding the regional players of the main regulatory aspects of the Québec construction industry.

Despite the fact that it falls within the same legislative framework in force for the whole of the province, the territory of Nunavik represents a very special environment in the construction arena in Québec, given its geographic situation, the diversity of origin of the employers present throughout the territory, and certain special rules that apply to Inuit employees. Construction works in Québec's Far North region spread over a relatively short period, that is approximately four months. ●

## THE RIGHT WAY TO WORK

 See the video capsule on [carnet.ccq.org](http://carnet.ccq.org)



FOR FURTHER INFORMATION  
[CARNET.CCQ.ORG](http://CARNET.CCQ.ORG)



# Participation by members of the company in the insurance plan

Certain “members of the company” may be insured under the industry’s MÉDIC Construction insurance plan.

## Who is considered as a member of the company?

A member of the company is:

- a person who is an employer;  
or
- a person who is a partner in a corporation which is an employer;  
or
- a person who is a director of a legal entity which is an employer;  
or
- a person who is the designated representative of a corporation or a legal entity which is an employer.

The independent contractor is not considered as a member of the company and is therefore not entitled to participate in the insurance plan.

Remember that the member of the company who has lost his or her right to participate voluntarily in the insurance plan offered to members of the company is no longer eligible to participate. Certain exclusions may apply: for example, a person over 65 years of age can not participate in the MÉDIC Construction insurance plan on a voluntary basis.

At the beginning of November 2013, the CCQ will send an insurability notice to the members of the company eligible to be insured and listed in its register of recognized companies. This notice will indicate the amount to be paid to benefit from the insurance coverages under general plan

A during the period from January to June 2014. Therefore, it is important that the names of your company’s directors be registered with the CCQ. If you haven’t done so already, don’t forget to notify the CCQ if your company has changed directors during the past few months.

## How can an enterprise obtain employer status for purposes of social benefits?

In order to be considered as an employer for a given insurance period, the enterprise must:

- have paid the fee of \$350 for its registration with the CCQ, if applicable;
- hold a licence issued by the Régie du bâtiment du Québec, if applicable;
- have produced a minimum of five monthly reports that meet the following criteria:
  - hours were reported for at least one employee;
  - these work hours were carried out during the period from July 2012 to June 2013.

However, if your enterprise began its operations during this period of 12 months, it must have produced at least one monthly report for each 2-month period presenting hours worked by at least one employee. For example, if your company began its operations in January 2013, it must have produced a minimum of three monthly reports out of six, presenting hours worked by at least one employee, in order to be recognized as an employer.

For further information, refer to the leaflet *Participation by Employers in the Social Benefit Plans*, available on our website at [www.ccq.org](http://www.ccq.org). ●



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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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