

# Gazette officielle du Québec

(English Edition)

Part 2

Laws and  
Regulations

Volume 124

2 September  
1992  
No. 38



Québec 



# Gazette officielle du Québec

## Part 2 Laws and Regulations

Volume 124  
2 September 1992  
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### Summary

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1° Acts assented to, before their publication in the annual collection of statutes;

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5° regulations and rules made by a Government agency which do not require approval by the Government, a minister or a group of ministers to come into force, but whose publication in the *Gazette officielle du Québec* is required by laws;

6° rules of practice made by judicial courts and quasi-judicial tribunals;

7° drafts of the texts mentioned in paragraph 3 whose publication in the *Gazette officielle du Québec* is required by law before their adoption or approval by the Government.

### 2. The English edition

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The English version contains the English text of the documents described in paragraphs 1, 2, 3, 5, 6 and 7 of section 1.

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## Coming into force of Acts

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Gouvernement du Québec

### O.C. 1176-92, 12 August 1992

**An Act to amend the Courts of Justice Act and to make various provisions respecting the establishment of the judicial district of Laval (1992, c. 20)**

— Coming into force

COMING INTO FORCE of the Act to amend the Courts of Justice Act and to make various provisions respecting the establishment of the judicial district of Laval

WHEREAS the Act to amend the Courts of Justice Act and to make various provisions respecting the establishment of the judicial district of Laval (1992, c. 20) was assented to on 23 June 1992;

WHEREAS under section 11 of the Act, the provisions of the Act will come into force on the date or dates to be fixed by the Government;

WHEREAS it is expedient to fix 31 August 1992 as the date of coming into force of the Act;

IT IS ORDERED, therefore, upon the recommendation of the Minister of Justice:

THAT 31 August 1992 be fixed as the date of coming into force of the Act to amend the Courts of Justice Act and to make various provisions respecting the establishment of the judicial district of Laval (1992, c. 20).

BENOÎT MORIN,  
*Clerk of the Conseil exécutif*

6846



## Regulations

Gouvernement du Québec

### O.C. 1182-92, 12 August 1992

An Act respecting family assistance allowances  
(R.S.Q., c. A-17)

An Act respecting the Ministère de la Main-d'oeuvre  
et de la Sécurité du revenu  
(R.S.Q., c. M-19.1)

An Act respecting the Ministère de la Santé et des  
Services sociaux  
(R.S.Q., c. M-19.2)

An Act respecting the Ministère du Revenu  
(R.S.Q., c. M-31)

### Implementation of the Supplementary Agreement on social security between the Gouvernement du Québec and the Government of Portugal

Approval of the Supplementary Agreement on social  
security between the Gouvernement du Québec and  
the Government of Portugal, and the Regulation  
respecting the implementation of that agreement

WHEREAS on 28 March 1990, the Gouvernement du  
Québec and the Government of Portugal signed a  
Supplementary Agreement on social security in accordance  
with Order in Council 575-88 dated 20 April  
1988;

WHEREAS in accordance with section 31 of the  
Agreement, the parties signed an Administrative  
Arrangement also authorized by Order in Council  
575-88 dated 20 April 1988;

WHEREAS the Minister of International Affairs, in  
accordance with that Order in Council, was the sole  
signatory of the Supplementary Agreement and of the  
Administrative Arrangement;

WHEREAS under section 10 of the Act respecting the  
Ministère de la Santé et des Services sociaux (R.S.Q.,  
c. M-19.2), the Government may adopt such regulations  
as it may consider necessary for the implementation of  
a reciprocal agreement allowing the granting of all or

part of the health services and social services the  
application of which is entrusted to the Minister;

WHEREAS under section 4 of the Act respecting the  
Ministère de la Main-d'oeuvre et de la Sécurité du  
revenu (R.S.Q., c. M-19.1) the Government may, by  
regulation, in order to give effect to an agreement that  
extends the benefits of any Act the Minister is respon-  
sible for carrying out, take the measures necessary for  
implementing such an agreement;

WHEREAS the Government may, by regulation made  
under section 96 of the Act respecting the Ministère du  
Revenu (R.S.Q., c. M-31), give effect to international  
fiscal agreements;

WHEREAS the Supplementary Agreement extends to  
the persons described therein the benefits of:

- (1) the Act respecting family assistance allowances  
(R.S.Q., c. A-17);
- (2) the Hospital Insurance Act (R.S.Q., c. A-28);
- (3) the Health Insurance Act (R.S.Q., c. A-29);
- (4) the Act respecting the Régie de l'assurance-  
maladie du Québec (R.S.Q., c. R-5); and
- (5) the Act respecting health services and social  
services (R.S.Q., c. S-5);

WHEREAS for the purposes of the part of the Supple-  
mentary Agreement relating to industrial accidents and  
occupational diseases, the Commission de la santé et  
de la sécurité du travail will make a regulation pursu-  
ant to subparagraph 39 of section 223 of the Act  
respecting occupational health and safety (R.S.Q.,  
c. S-2.1);

WHEREAS in accordance with sections 10 and 11 of  
the Regulations Act (R.S.Q., c. R-18.1), the Draft  
Regulation respecting the implementation of the Supple-  
mentary Agreement on social security between the Gou-  
vernement du Québec and the Government of Portugal  
was published in the *Gazette officielle du Québec* of  
22 August 1990 on page 2385;



WHEREAS under sections 19 and 20 of the Act respecting the Ministère des Affaires internationales (R.S.Q., c. M-21.1), the Agreement and Administrative Arrangement are international agreements that must be approved by the Government;

IT IS ORDERED, therefore, upon the recommendation of the Minister of Health and Social Services, the Minister of Manpower, Income Security and Skills Development, the Minister of Revenue, and the Minister of International Affairs:

THAT the Supplementary Agreement and the Administrative Arrangement entered into between the Gouvernement du Québec and the Government of Portugal, the texts of which appear in the *Gazette officielle du Québec* of 22 August 1990, be approved;

THAT the Regulation respecting the implementation of the Supplementary Agreement on social security between the Gouvernement du Québec and the Government of Portugal, attached to this Order in Council, be made.

BENOÎT MORIN,  
*Clerk of the Conseil exécutif*

## Regulation respecting the implementation of the Supplementary Agreement on social security between the Gouvernement du Québec and the Government of Portugal

An Act respecting family assistance allowances (R.S.Q., c. A-17, s. 27.3)

An Act respecting the Ministère de la Main-d'oeuvre et de la Sécurité du revenu (R.S.Q., c. M-19.1, s. 4)

An Act respecting the Ministère de la Santé et des Services sociaux (R.S.Q., c. M-19.2, s. 10)

An Act respecting the Ministère du Revenu (R.S.Q., c. M-31, s. 96)

**1.** The following Acts and the Regulations made thereunder apply to any person referred to in the Supplementary Agreement on social security between the Gouvernement du Québec and the Government of Portugal, signed on 28 March 1990 and appearing in the *Gazette officielle du Québec* of 22 August 1990 on page 2385:

(1) the Act respecting family assistance allowances (R.S.Q., c. A-17);

(2) the Hospital Insurance Act (R.S.Q., c. A-28);

(3) the Health Insurance Act (R.S.Q., c. A-29);

(4) the Act respecting the Régie de l'assurance-maladie du Québec (R.S.Q., c. R-5); and

(5) the Act respecting health services and social services (R.S.Q., c. S-5);

**2.** Those Acts and Regulations shall apply in the manner prescribed in the Agreement and in the Administrative Arrangement consequent thereto and appearing in the *Gazette officielle du Québec* of 22 August 1990 on page 2390.

**3.** This Regulation comes into force on 1 November 1992.

6850

M.O., 1992

## Minister's Order 2-92 dated 23 June 1992 of the Minister of Higher Education and Science

Regulation to amend the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges

WHEREAS under section 18.1 of the General and Vocational Colleges Act (R.S.Q., c. C-29), the Minister may determine, by regulation, conditions of employment, classification, remuneration, recourses and rights of appeal of members of the staff who are not members of a certified association within the meaning of the Labour Code (R.S.Q., c. C-27);

WHEREAS the Minister of Higher Education and Science made and amended the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges by Minister's Orders 2-89, 3-90 and 2-91;

WHEREAS the Minister of Higher Education and Science is of the opinion that it is expedient to further amend the Regulation;

THEREFORE, the Minister of Higher Education and Science hereby amends the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges, by the Regulation to amend the Regulation respecting certain conditions of employment

of senior staff of general and vocational colleges, attached hereto, which comes into force on the date of its publication in the *Gazette officielle du Québec*.

Québec, 23 June 1992

LUCIENNE ROBILLARD,  
Minister of Higher Education and Science

## Regulation to amend the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges

General and Vocational Colleges Act  
(R.S.Q., c. C-29, s. 18.1)

1. The Regulation respecting certain conditions of senior staff of general and vocational colleges, made by Minister's Order 2-89 of the Minister of Higher Education and Science dated 7 December 1989 and amended by the Regulation made by Minister's Orders 3-90 dated 2 October 1990 and 2-91 dated 5 June 1991, is further amended by substituting the Schedules attached to this Regulation for Schedules IV, V and VI.

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

### SCHEDULE IV

#### RULES FOR SALARY REVIEW

##### DIVISION I ADJUSTMENT OF SALARY SCALES ON 1 JULY 1992

1. The minimum and maximum salaries in the senior staff scales in force on 30 June 1992 shall be increased by 3 % on 1 July 1992.

The minimum and maximum salaries in the scales in force on 31 March 1993 shall be increased by 1 % on 1 April 1993.

##### DIVISION II ANNUAL INCREMENT AT 1 JULY 1992

###### §1. General Rules

2. The annual increment is the salary increase granted to a senior staff member in office at 30 June preceding the year in question and at 1 July of that year.

3. The salary of a senior staff member newly appointed as such less than 4 months prior to 1 July of the year in question shall be increased only by a percentage corresponding to the increase in the salary scale applicable to him, as determined in section 1 of this Schedule.

4. A college is not bound to pay a full annual increment to a person whose performance is judged unsatisfactory.

###### §2. Calculation of annual increment

5. Unless otherwise provided for in this Regulation, the annual increment at 1 July 1992 shall be determined as follows:

(1) the salary of a senior staff member who has reached the maximum of his salary scale at 30 June 1992 shall be increased by 3 %;

(2) the salary of a senior staff member who has not reached the maximum of his salary scale at 30 June 1992 shall be increased by 7 %, but shall not exceed the maximum of his new salary scale at 1 July 1992.

###### §3. Criteria applicable to certain persons on disability leave

6. On 1 July of a year in question, the annual increment of a senior staff member on disability leave during the preceding year shall be determined as follows:

(1) a senior staff member in office for at least 6 months during the preceding year is entitled to the full annual increment as though he had not been absent;

(2) a senior staff member in office for less than 6 months during the preceding year is entitled to a salary increase equal to the percentage of the increase in the salary scale applicable on 1 July of the year in question in relation to that of the preceding year.

7. Where a senior staff member returns from sick leave of a duration greater than 104 weeks, his salary in the salary scale of the year in question shall be determined as follows:

(a) where the disability began prior to 1 January 1982, the salary shall be determined by maintaining the same relative position as that of his salary at the end of the first 3 weeks of disability in relation to the salary scale applicable to him at that time;

(b) where the disability began after 1 January 1982, the salary shall be determined by maintaining the same

relative position as that of his salary at the end of the first 104 weeks of disability in relation to the salary scale applicable to him at that time.

### DIVISION III PRODUCTIVITY INCENTIVE

8. On 1 July 1992, the college shall have a fund made up of 2 % of the salaries of all the senior staff members at 30 June 1992, to be used for productivity incentive.

9. Where the college has a policy for evaluating its senior staff, and applies the policy for that purpose, it

may use the fund to pay lump sums in recognition of the excellent contribution of a person whose productivity is judged to be more than satisfactory in relation to expectations previously made known.

10. A fund not used in accordance with section 9 shall be transferred to the senior staff upgrading budget, to finance activities designed to enhance the productivity of senior staff (upgrading courses, symposiums, training sessions, scholarships, professional assistance counselling, experimentation, etc.).

11. Any unused sum shall be carried over to the following year, to be used for the same purpose.

### SALARY SCALES

#### SALARY SCALES APPLICABLE TO POSITIONS DESCRIBED IN SCHEDULE II

1 July 1992 to 31 March 1993

Classification	Salary	Class I	Class II	Class III
D-2	Max.	67 167	68 509	69 881
	Min.	50 484	51 445	52 383
D-2 (S.G.)*	Max.	65 234	66 538	67 870
	Min.	49 031	49 966	50 876
C-1	Max.	63 956	64 467	65 605
	Min.	48 219	48 605	49 414
C-2	Max.	58 245	59 407	60 595
	Min.	44 125	44 946	45 792
DC	Max.	70 274	71 680	73 115
	Min.	52 678	53 685	54 667
DAC-1	Max.	61 820	63 054	64 315
	Min.	46 720	47 597	48 493
DAC-2	Max.	58 793	59 973	61 166
	Min.	44 599	45 433	46 279
C-F	Max.		Single class 55 564	
	Min.		38 490	
R-1	Max.	49 876	52 212	54 653
	Min.	38 592	40 442	42 387
R-3	Max.	44 272	47 624	52 009
	Min.	34 636	37 714	41 202

Classification	Salary	Class I	Class II	Class III
R-4	Max. Min.	44 138 33 121	46 172 34 696	48 305 36 341
CO-2	Max. Min.		Single class 43 023 37 009	
CO-3	Max. Min.	39 757 34 545	40 983 35 571	42 203 36 596

\* Secretary General

### SALARY SCALES

#### SALARY SCALES APPLICABLE TO POSITIONS DESCRIBED IN SCHEDULE II

1 April 1993 to 30 June 1993

Classification	Salary	Class I	Class II	Class III
D-2	Max. Min.	67 839 50 989	69 194 51 959	70 580 52 907
D-2 (S.G.)*	Max. Min.	65 886 49 521	67 203 50 466	68 549 51 385
C-1	Max. Min.	64 596 48 701	65 112 49 091	66 261 49 908
C-2	Max. Min.	58 827 44 566	60 001 45 395	61 201 46 250
DC	Max. Min.	70 977 53 205	72 397 54 222	73 846 55 214
DAC-1	Max. Min.	62 438 47 187	63 685 48 073	64 958 48 978
DAC-2	Max. Min.	59 381 45 045	60 573 45 887	61 778 46 742
C-F	Max. Min.		Single class 56 120 38 875	
R-1	Max. Min.	50 375 38 978	52 734 40 846	55 200 42 811
R-3	Max. Min.	44 715 34 982	48 100 38 091	52 529 41 614
R-4	Max. Min.	44 579 33 452	46 634 35 043	48 788 36 704
CO-2	Max. Min.		Single class 43 453 37 379	
CO-3	Max. Min.	40 155 34 890	41 393 35 927	42 625 36 962

\* Secretary General

TABLE 2

SALARY SCALES APPLICABLE TO SENIOR STAFF OF COLLEGES WHOSE CLASSIFICATION WAS THE SUBJECT OF SPECIAL EVALUATION UNDER SECTION 17 OF THE REGULATION

1 July 1992 to 31 March 1993

Class	Minimum	Maximum
5	29 314	35 425
6	30 644	37 138
7	32 010	38 901
8	33 403	40 710
9	35 048	42 818
10	37 031	45 380
11	39 082	48 023
12	41 196	50 753
13	43 375	53 571
14	45 965	56 913
15	48 878	60 672
16	51 891	64 563
17	55 008	68 589
18	58 225	72 748
19	61 818	77 389
20	65 948	82 727
21	70 226	88 255

SALARY SCALES APPLICABLE TO SENIOR STAFF OF COLLEGES WHOSE CLASSIFICATION WAS THE SUBJECT OF SPECIAL EVALUATION UNDER SECTION 17 OF THE REGULATION

1 April 1993 to 30 June 1993

Class	Minimum	Maximum
5	29 607	35 779
6	30 950	37 509
7	32 330	39 290
8	33 737	41 117
9	35 398	43 246

Class	Minimum	Maximum
10	37 401	45 834
11	39 473	48 503
12	41 608	51 261
13	43 809	54 107
14	46 425	57 482
15	49 367	61 279
16	52 410	65 209
17	55 558	69 275
18	58 807	73 475
19	62 436	78 163
20	66 607	83 554
21	70 928	89 138

#### SCHEDULE VI

EVENING, NIGHT AND WEEKEND PREMIUMS  
(managerial staff)

1. Evening and night premium

From 1 July 1992 to 30 June 1993

— \$0.59 per hour

2. Weekend premium

From 1 July 1992 to 30 June 1993

— \$2.48 per hour.

6851

M.O., 1992

Minister's Order 3-92 dated 23 June 1992 of the  
Minister of Higher Education and Science

Regulation to amend the Regulation respecting certain conditions of employment of principals and academic deans of general and vocational colleges

WHEREAS under section 18.1 of the General and Vocational Colleges Act (R.S.Q., c. C-29), the Minister may determine, by regulation, conditions of employment, classification, remuneration, recourses and rights of appeal of members of the staff who are not members

of a certified association within the meaning of the Labour Code (R.S.Q., c. C-27);

WHEREAS the Minister of Higher Education and Science made the Regulation respecting certain conditions of employment of principals and academic deans of general and vocational colleges by Minister's Order 1-89;

WHEREAS the Minister of Education and Science amended the Regulation by Minister's Orders 1-90, 2-90 and 1-91;

WHEREAS the Minister of Higher Education and Science is of the opinion that it is expedient to further amend the Regulation;

THEREFORE, the Minister of Higher Education and Science hereby amends the Regulation respecting certain conditions of employment of principals and academic deans of general and vocational colleges by the Regulation to amend the Regulation respecting certain conditions of employment of principals and academic deans of general and vocational colleges, attached hereto, which comes into force on the date of its publication in the *Gazette officielle du Québec*.

Québec, 23 June 1992

LUCIENNE ROBILLARD,  
*Minister of Higher Education and Science*

## **Regulation to amend the Regulation respecting certain conditions of employment of principals and academic deans of general and vocational colleges**

General and Vocational Colleges Act  
(R.S.Q., c. C-29, s. 18.1)

1. The Regulation respecting certain conditions of employment of principals and academic deans of general and vocational colleges, made by Minister's Order 1-89 of the Minister of Higher Education and Science dated 7 December 1989 and amended by the regulations made by Minister's Orders 1-90 dated 16 May 1990, 2-90 dated 2 October 1990 and 1-91 dated 5 June 1991, is further amended by substituting the Schedules attached to this Regulation for Schedules II and III.

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

### **SCHEDULE II**

#### **SALARY SCALES**

1 JULY 1992 TO 30 JUNE 1993

#### **DIVISION I**

#### **ADJUSTMENT OF SALARY SCALES FOR PRINCIPALS**

1. The minimum and maximum salaries in the principals' scales in force on 30 June 1992 shall be increased by 3 % on 1 July 1992.

The minimum and maximum salaries in the scales in force on 31 March 1993 shall be increased by 1 % on 1 April 1993.

#### **SALARY SCALES**

2. The 1992-1993 salary scales for principals are as follows:

Classes of remuneration		From 1 July 1992 to 31 March 1993	From 1 April 1993 to 30 June 1993
6	Max.	80 793	81 601
	Min.	60 746	61 353
5	Max.	83 458	84 293
	Min.	62 751	63 379
4	Max.	86 215	87 077
	Min.	64 823	65 471
3	Max.	89 058	89 949
	Min.	66 961	67 631
2	Max.	91 999	92 919
	Min.	69 171	69 863
1	Max.	95 033	95 983
	Min.	71 453	72 168

**DIVISION II**  
**ADJUSTMENT OF SALARY SCALES FOR**  
**ACADEMIC DEANS**

The minimum and maximum salaries in the scales in force on 31 March 1993 shall be increased by 1 % on 1 April 1993.

3. The minimum and maximum salaries in the academic deans' salary scales in force on 30 June 1992 shall be increased by 3 % on 1 July 1992.

4. The 1992-1993 salary scales for academic deans are as follows:

Classes of remuneration		From 1 July 1992 to 31 March 1993	From 1 April 1993 to 30 June 1993
6	Max.	69 142	69 833
	Min.	51 986	52 506
5	Max.	71 008	71 718
	Min.	53 390	53 924
4	Max.	73 103	73 834
	Min.	54 965	55 515
3	Max.	75 442	76 196
	Min.	56 724	57 291
2	Max.	78 045	78 825
	Min.	58 681	59 268
1	Max.	80 933	81 742
	Min.	60 852	61 461

**SCHEDULE III****RULES FOR SALARY REVIEW 1992-1993****GENERAL RULES**

1. The annual increment is the salary increase granted to a senior executive in office at 30 June preceding the year in question and at 1 July of that year.
2. A college is not bound to pay a full annual increment to a senior executive whose performance is judged unsatisfactory.
3. The salary scale that applies appears in Schedule II.

**DIVISION I  
REVIEW OF SALARIES OF PRINCIPALS***§1. Annual increment at 1 July 1992*

4. Unless otherwise provided for in this Regulation, the annual increment of principals at 1 July 1992 shall be determined as follows:

- (1) the salary of a principal who has reached the maximum of his salary scale at 30 June 1992 shall be increased by 3 %;
- (2) the salary of a principal who has not reached the maximum of his salary scale at 30 June 1992 shall be increased by 7 %, but shall not exceed the maximum of his new salary scale at 1 July 1992.

**DIVISION II  
REVIEW OF SALARIES OF ACADEMIC DEANS***§1. Annual increment at 1 July 1992*

5. Unless otherwise provided in this Regulation, the annual increment of academic deans at 1 July 1992 shall be determined as follows:

- (1) the salary of an academic dean who has reached the maximum of his salary scale at 30 June 1992 shall be increased by 3 %;
- (2) the salary of an academic dean who has not reached the maximum of his salary scale at 30 June 1992 shall be increased by 7 %, but shall not exceed the maximum of his new salary scale at 1 July 1992.

**DIVISION III  
CRITERIA APPLICABLE TO CERTAIN SENIOR  
EXECUTIVES ON DISABILITY LEAVE  
AT 1 JULY 1992**

6. At 1 July 1992, the annual increment of a senior executive on disability leave during the preceding year shall be determined as follows:

- (1) a senior executive in office for at least 6 months during the preceding year is entitled to the full annual increment as though he has not been absent;
- (2) a principal in office for less than 6 months during the preceding year is entitled to a salary increase of 3 %;
- (3) an academic dean in office for less than 6 months during the preceding year is entitled to a salary increase of 3 %.

7. Where a senior executive returns from sick leave of a duration greater than 104 weeks, his salary in the salary scale shall be determined as follows:

- (1) where the disability began prior to 1 January 1982, the salary shall be determined by maintaining the same relative position as that of his salary at the end of the first 3 weeks of disability in relation to the salary scale applicable to him at that time;
- (2) where the disability began after 1 January 1982, the salary shall be determined by maintaining the same relative position as that of his salary at the end of the first 104 weeks of disability in relation to the salary scale applicable to him at that time.

**DIVISION IV  
PRODUCTIVITY INCENTIVE AT 1 JULY 1992**

8. Where the college has a policy for evaluating its senior executives and applies the policy for that purpose, it may pay to the principal and the academic dean a lump sum representing 6 % and 2 % respectively of their salary at 30 June 1992, in recognition of their exceptional contribution for the year 1991-1992 where their productivity is judged to be more than satisfactory in relation to expectations previously made known.

9. If the college does not pay such a lump sum, it may transfer to the senior executive upgrading budget a sum of money representing 2 % of their salary at 30 June 1992, to finance activities designed to enhance the productivity of senior executives.

10. Where an academic dean is appointed as acting principal, the college may grant him, in accordance with the terms and conditions prescribed by section 8, a lump sum not to exceed 6 %, provided that the principal does not receive a lump sum for the same year.

6852

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## Erratum

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An Act respecting farm income stabilization insurance  
(R.S.Q., c. A-31)

**Cereal, grain corn and soy bean producers**  
– Scheme  
– Erratum

*Gazette officielle du Québec*, Part 2, no 33 dated  
29 July 1992.

“Income stabilization insurance scheme for cereal,  
grain corn and soy bean producers”.

(O.C. 1054-92, 15 July 1992)

At page 3999, on the sixth line of the second column  
entitled “Amounts for fiscal year 1990”, “502,02 \$”  
must be read instead of “505,02 \$”.

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Abbreviations: A: Abrogated, N: New, M: Modified

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