

Results and accumulated surplus

of the fiscal year ended March 31, 2008

Revenues

	2008	2007*
Contributions of employers	\$55,129,170	\$ 54,701,582
Interest on investments	996,852	982,994
Other	218,484	81,555

	56,344,506	55,766,131
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Expenditures

Salary and fringe benefits	33,034,990	33,993,709
Professional and administrative services	3,680,546	3,589,635
Traveling expenses	1,376,455	1,331,815
Telecommunication and mail	1,158,880	1,238,019
Advertising and information	675,072	990,580
Rental of premises, equipment and other	3,822,385	3,817,653
Maintenance	809,092	912,242
Supplies	351,813	389,846
Interest	4,233	79,543
Amortization of fixed assets	1,680,616	1,489,615
Amortization of intangible assets	1,794,096	1,674,755
Net loss on the assignment of fixed assets	263	198

Reimbursement of the expenses of the Commission des relations du travail	7,072,100	6,906,900
	55,460,541	56,414,510

Excess (insufficiency) of revenues over expenditures	\$ 883,965	\$ (648,379)
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* Some 2007 figures have been reclassified to ensure that they adhere to the categories presented in 2008.

For Information

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Commission
des normes
du travail

Québec



Commission des normes du travail 2007-2008 HIGHLIGHTS

Labour standards for a better understanding

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Québec



Labour standards for a better understanding

With the contribution of its staff and its partners, the Commission des normes du travail aims to be the #1 reference when it comes to the interpretation, implementation and application of the Act respecting labour standards. It is with this specific objective that the Commission carries out each year actions to make the Act better known and, in so doing, to promote fair and balanced labour relations in the enterprises of Québec.

A new Web site

In 2007-2008, the Commission revamped its Web site with a view to offering users quick access to comprehensive information on the labour standards in effect in Québec. Taking into account the needs of employers and employees, the new site makes available to Web surfers numerous tools, information capsules and reference documents.

An information campaign for young people

From April 8 to June 3, 2007, the Commission held an information campaign intended for young workers from 15 to 24 years of age to encourage them to consult its Web site and to learn more about labour standards. The campaign, which centered on the theme of "Put your rights to work!" starred actress Marilou Wolfe, a well-known spokesperson respected by young people. With her collaboration, information capsules were produced and broadcast on television and disseminated on the Web, and the entire campaign was a resounding success.

Fewer complaints in 2007-2008

During the 2007-2008 fiscal year, the Commission received 24,561 complaints, which represents a 4% decline over the previous year. The greatest reduction, namely 15%, concerns complaints for psychological harassment. This decline could be attributable to a series of factors including an improvement in the information provided to employees when they file a complaint and a better knowledge of the provisions of the Act, in particular the definition of psychological harassment.

Mediation has yielded good results

The Commission, in collaboration with HEC Montréal, carried out a study to measure various elements of its mediation service. Disseminated in October 2007, the conclusions of this research highlight the good results of the Commission's mediation program, results which are similar to the performance of the largest mediation program in the United States. The research also helped identify means to improve the mediation process.

The figures in 2007-2008 concerning requests for information

Calls answered by our information officers	357,345
Consultations of pre-recorded capsules	112,923
Welcoming of visitors at the regional offices	13,713
Requests for information by e-mail*	31,217
Consultations of the Web site	1,677,401

* Excluding requests for publications

Amendments to the Act respecting labour standards

Amendments to the Act respecting labour standards entered into force on December 18, 2007. The new provisions stipulate, among other things, that an employee may be absent from work following a criminal offence having caused a serious bodily injury to the employee or to his child. The Act also provides for the right to be absent if the employee's child or spouse commits suicide or if his minor child disappears.

Partners and information activities

In 2007-2008, the Commission participated in 43 activities with different partners and held 673 information sessions and seminars intended for varied groups of employees or employers. Its publications were downloaded 168,696 times and its Web site was consulted 1,677,401 times, up by 13.3% over the previous year.

Compliance with the Act

In addition to its information and prevention mandates, the Commission des normes du travail is responsible for overseeing compliance with the Act respecting labour standards and the National Holiday Act. During the 2007-2008 fiscal year, the Commission conducted 3,329 monitoring interventions. Violations of standards were reported in 1,097 enterprises. Of these enterprises, 85.1% complied with the law without the need for legal proceedings.

Minimum wage

Since May 1, 2008, the general minimum wage rate has been \$8.50 per hour and \$7.75 per hour for employees receiving tips. The minimum wage rate of employees of the clothing sector now stands at \$8.50. The rates that apply to raspberry, strawberry and apple pickers have also risen and are presented on the Commission's Web site.

Contribution

The financing of the Commission des normes du travail comes from a contribution paid by employers. The collection of this contribution, provided for in the Act respecting labour standards, has been entrusted to Revenu Québec. The contribution rate currently in effect is 0.08% of the remuneration subject to the contribution paid to an employee. For 2008, the maximum remuneration subject to the contribution has been set at \$60,500 per employee.

In 2007-2008, the revenues from this contribution stood at \$55,129,170.

Disclosure of information

The disclosure of information necessary for the application of the Act respecting labour standards is governed by an agreement between the Commission des normes du travail and Revenu Québec.