

Gazette officielle du Québec

(English Edition)

Part 2

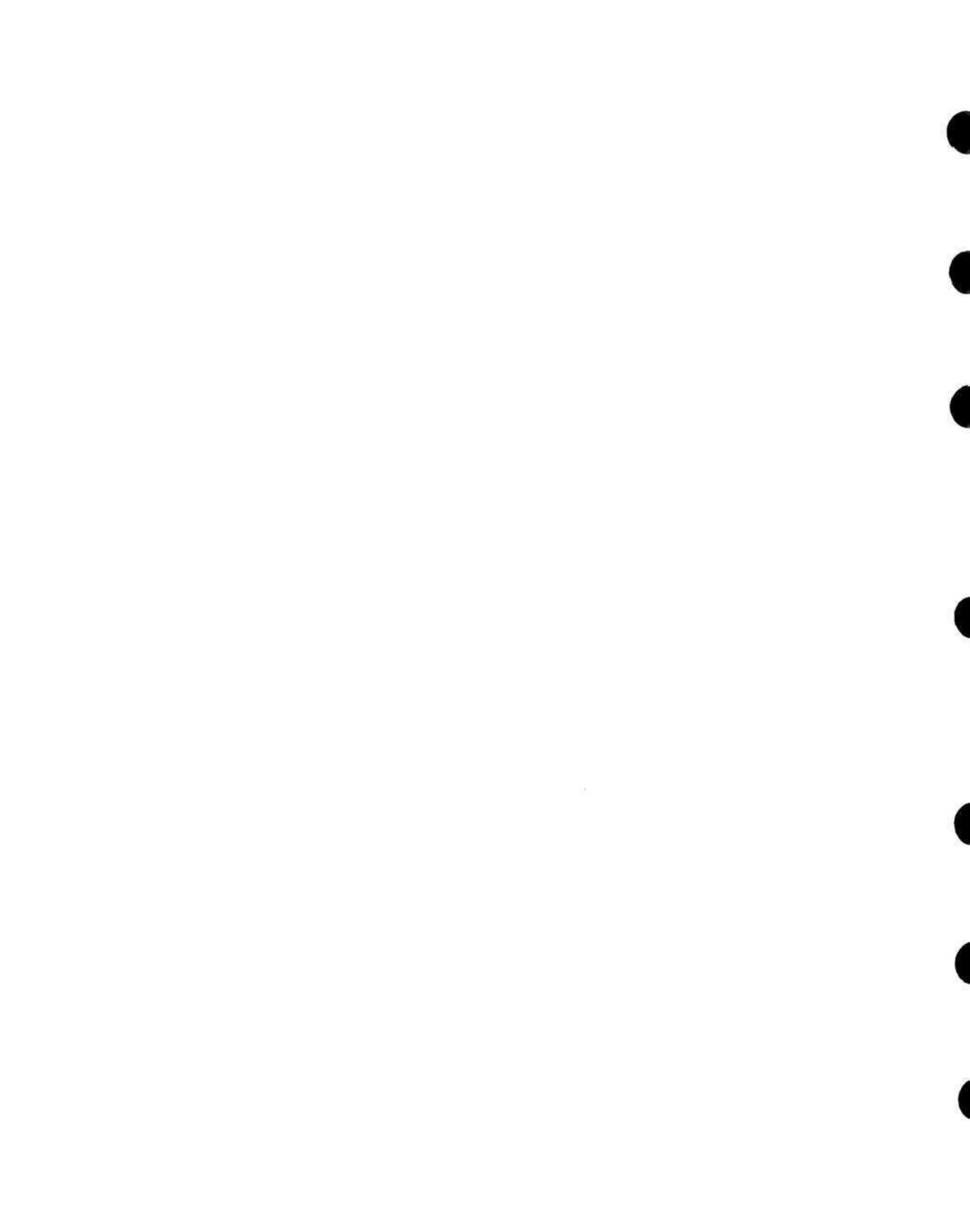
Laws and
Regulations

Volume 122

21 November
1990

No. 47

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Gazette officielle du Québec

Part 2 Laws and Regulations

Volume 122
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2° proclamations of Acts;

3° regulations made by the Government, a minister or a group of ministers and of Government agencies and semi-public agencies described by the Charter of the French language (R.S.Q., c. C-11), which before coming into force must be approved by the Government, a minister or a group of ministers;

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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.

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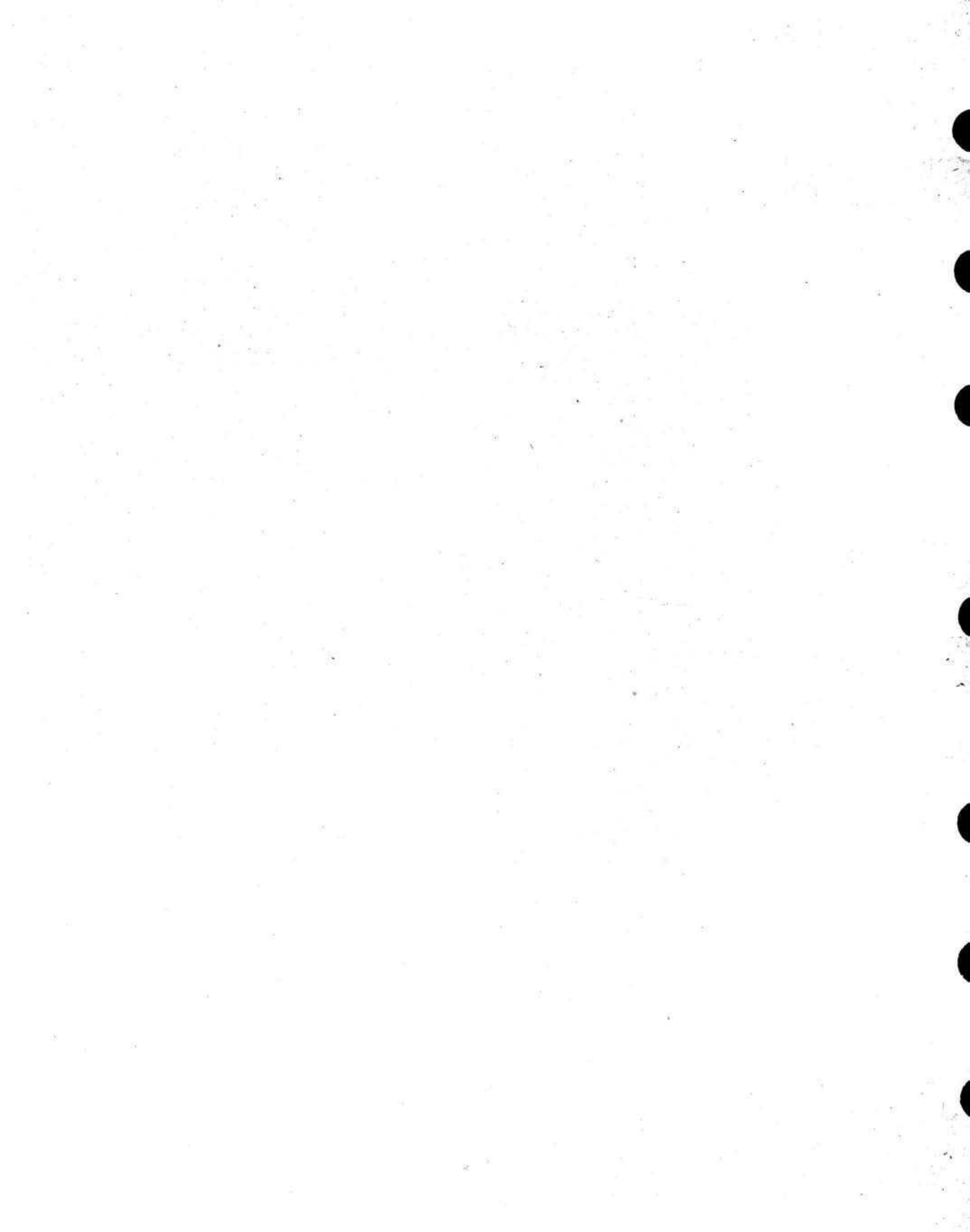
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Regulations

Gouvernement du Québec

O.C. 1553-90, 7 November 1990

Savings and Credit Unions Act
(1988, c. 64)

**Confédération des caisses populaires et d'économie
Desjardins du Québec**

— **Liquidity funds, deposit funds and investment
funds of federations**
— **Financial standards applying to credit unions and
federations**

By-law of La Confédération des caisses populaires et
d'économie Desjardins du Québec respecting liquidity funds,
deposit funds and investment funds of federations, and certain
financial standards applying to credit unions and federations

WHEREAS under the fourth paragraph of section 450 of the
Savings and Credit Unions Act (1988, c. 64), a confederation may, by by-law applicable to the federations affiliated with it and to the credit unions affiliated with such federations, establish standards relating to the adequacy of their liquid assets;

WHEREAS under the fifth paragraph of section 450 of the
Savings and Credit Unions Act, a confederation may also, by by-law applicable to the federations affiliated with it, establish standards relating to the adequacy of their capital stock and general reserve;

WHEREAS under section 451 of the Savings and Credit Unions
Act, every confederation shall adopt by-laws concerning the establishment and administration of liquidity funds, deposit funds and investment funds by federations affiliated with it;

WHEREAS La Confédération des caisses populaires et
d'économie Desjardins du Québec adopted, on 21 November
1989, the By-law of La Confédération des caisses populaires et
d'économie Desjardins du Québec respecting liquidity funds,
deposit funds and investment funds of federations, and certain
financial standards applying to credit unions and federations;

WHEREAS under section 456 of the Savings and Credit Unions
Act, the by-laws of a confederation adopted under section 450 or
451 of that Act shall be submitted to the Government for approval.
The Government may approve them with or without amendment;

WHEREAS in accordance with sections 10 and 11 of the Regu-
lations Act (R.S.Q., c. R-18.1), the By-law of La Confédération
des caisses populaires et d'économie Desjardins du Québec
respecting liquidity funds, deposit funds and investment funds of
federations, and certain financial standards applying to credit
unions and federations was published in Part 2 of the *Gazette
officielle du Québec* dated 21 March 1990 with a notice from the
Minister for Finance that it shall be submitted to the Government
for approval at the expiry of 45 days following such publication;

WHEREAS the forty-five day period has elapsed;

WHEREAS it is expedient that the By-law of La Confédération
des caisses populaires et d'économie Desjardins du Québec
respecting liquidity funds, deposit funds and investment funds of
federations, and certain financial standards applying to credit
unions and federations be submitted to the Government for
approval, with amendments, including, *inter alia*, amendments
respecting the standards relating to the adequacy of the liquid

assets of the savings and credit unions and of the federations and
the standards relating to the adequacy of the capital stock and
general reserve of the federations.

IT IS ORDERED, therefore, upon the recommendation of the
Minister for Finance:

THAT the By-law of La Confédération des caisses populaires
et d'économie Desjardins du Québec respecting liquidity funds,
deposit funds and investment funds of federations, and certain
financial standards applying to credit unions and federations,
attached hereto, be approved.

BENOÎT MORIN,
Clerk of the Conseil exécutif

**By-law of La Confédération des caisses
populaires et d'économie Desjardins du Québec
respecting liquidity funds, deposit funds and
investment funds of federations, and certain
financial standards applying to credit unions and
federations**

Savings and Credit Unions Act
(1988, c. 64, ss. 450 paragraphs 4 and 5, and 451)

DIVISION I INTERPRETATION

1. Unless otherwise indicated by the context, in this By-law:
"MAJOR BANK"

means a bank listed in Schedule I to the Bank Act (1985,
R.S.C., c. B-1) and having a credit rating at least equivalent to an
R1-M rating according to the criteria of the Dominion Bond
Rating Service Inc., or a bank listed in Schedule II to the Act
having a credit rating equivalent to an R1-H rating according to
the criteria of that evaluation business and whose security is
unconditionally guaranteed by the bank controlling it. (*Banque
Majeure*)

"MINOR BANK"

means a bank listed in Schedule I to the Bank Act and having
a credit rating equal to an R1-L rating according to the criteria of
the Dominion Bond Rating Service Inc., or a bank listed in
Schedule II to the Act having a credit rating equivalent to an R1-
H rating according to the criteria of that evaluation business and
whose security is not guaranteed by the bank controlling it, or
whose credit rating is equal either to an R1-L rating or an R1-M
rating according to the criteria of the Dominion Bond Rating
Service Inc. and whose security is unconditionally guaranteed by
the bank controlling it. (*Banque Mineure*).

DIVISION II FUNDS OF A FEDERATION

2. Each federation of savings and credit unions affiliated with
La Confédération des caisses populaires et d'économie Desjar-
dins du Québec shall set up, by by-law, a liquidity fund, a deposit
fund and an investment fund and shall manage them.

3. The property in which a federation may invest the sums
deposited in its liquidity fund includes property of the first and
second rank.

At least half the investments made pursuant to this section must be in property of the first rank.

Property of the first rank is:

- (1) cash;
- (2) deposits with the Bank of Canada and demand deposits with La Caisse centrale Desjardins du Québec, with a bank within the meaning of the Bank Act or with a company within the meaning of the Act respecting trust companies and savings companies (1987, c. 95) registered with the Régie de l'assurance-dépôts du Québec, except, in the last instance, for the Fiducie Desjardins inc.;
- (3) negotiable deposit certificates having a term not exceeding one year, issued by a major bank;
- (4) day loans to La Caisse centrale Desjardins du Québec;
- (5) demand loans against collateral in the form of an investment security mentioned in this section;
- (6) treasury bills of the Government of Canada and the Government of Québec;
- (7) bonds, detached coupons and bonds without coupon of the Government of Canada, the Government of Québec or of Hydro-Québec having a term not exceeding one year;
- (8) acceptances issued by a major bank and notes discounted by such a bank having a term not exceeding one year.

Property of the second rank is:

- (1) negotiable deposit certificates having a term not exceeding one year issued by a minor bank, by a company within the meaning of the Act respecting trust companies and savings companies registered with the Régie de l'assurance-dépôts du Québec, except in the latter case the Fiducie Desjardins inc. or by any other financial institution having a credit rating equivalent at least to an R-1 rating according to the criteria of the Dominion Bond Rating Service Inc.;
- (2) non-negotiable deposit certificates of major banks having a term not exceeding 5 days;
- (3) term loans having a term not exceeding 100 days, against collateral of an investment security mentioned in this section;
- (4) bonds, detached coupons and bonds without coupon having a term exceeding one year but not exceeding three years, of the Government of Canada, the Government of Québec or of Hydro-Québec;
- (5) acceptances issued by a minor bank and notes discounted by such a bank, having a term not exceeding one year;
- (6) SWAP securities having a term not exceeding 100 days;
- (7) promissory notes for a term not exceeding one year issued by the Government of Québec, or by Hydro-Québec where they are unconditionally guaranteed by the Government of Québec; and
- (8) promissory notes for a term not exceeding one year issued by a municipality, a school board, a supramunicipal body in Québec or by any other person whose credit rating is at least equivalent to an R-1 rating according to the criteria of the Dominion Bond Rating Service Inc.

4. The by-law of a federation shall prescribe the method of use of the income from its liquidity fund.

5. The liabilities of the liquidity fund of a federation shall include:

- (1) the deposits from its affiliated savings and credit unions;
- (2) borrowings by the federation for its needs of short-term liquidity, including by means of the issue of deposit certificates and inter-fund advances received;
- (3) accrued interest payable; and
- (4) surplus earnings of the fund.

The assets of the liquidity fund of a federation shall include:

- (1) cash on hand;
- (2) investments made in accordance with section 3;
- (3) inter-fund advances made; and
- (4) accrued income from the fund.

6. The liquid assets that a federation must maintain under the first paragraph of section 12 must be invested in accordance with section 3.

It may invest any other sums deposited in its deposit fund in any property other than that covered by section 9.

Notwithstanding the second paragraph, investments in capital assets for its own use shall be accounted for in the administration fund of the federation.

7. The by-law of a federation shall prescribe the method of use of the income from its deposit fund.

8. The liabilities of the deposit fund of a federation shall include:

- (1) the surplus liquid assets of its affiliated savings and credit unions deposited therein, and any deposits not allocated to another fund;
- (2) borrowings by the federation for supplying the network and inter-fund advances received;
- (3) accrued interest payable; and
- (4) surplus earnings of the fund.

The assets of the deposit fund of a federation shall include:

- (1) loans to its affiliated savings and credit unions, to its auxiliary members and to the persons covered by section 213 of the Act;
- (2) investment securities purchased in accordance with section 6;
- (3) inter-fund advances made; and
- (4) accrued income of the fund.

9. The liabilities of the investment fund of a federation shall include:

- (1) accrued income payable;
- (2) short-term borrowings; and
- (3) inter-fund advances received.

The equity of the investment fund of a federation shall include:

- (1) investment deposits of the savings and credit unions affiliated with the federation;
- (2) the surplus earnings of the fund.

The assets of the investment fund of a federation shall include:

- (1) the shares and preferred shares of La Confédération des caisses populaires et d'économie Desjardins du Québec, La Caisse centrale Desjardins du Québec, or a corporation governed by the Cooperatives Act (R.S.Q., c. C-67.2) and the shares of legal persons;

(2) advances made as shareholder or member of any of the persons covered by subparagraph 1 and contributions to a mutual insurance company;

(3) debentures and bonds other than those covered by paragraphs 1 to 3 of section 256 and paragraph 1 of section 408 of the Act;

(4) subordinated securities or debt, preferred equity shares and deposits without a term intended for acquiring Visa transactions;

(5) any other security intended for the capitalization of a legal person;

(6) accrued income receivable from the fund;

(7) inter-fund advances made; and

(8) fixed assets acquired by the federation for purposes other than its own use.

10. The net income of the investment fund of a federation is allocated at least once a year at the end of the federation's fiscal year, in proportion to the investment deposits held in the fund.

DIVISION III

STANDARDS FOR THE ADEQUACY OF THE LIQUID ASSETS OF SAVINGS AND CREDIT UNIONS AND FEDERATIONS

11. Every savings and credit union shall maintain in the liquidity fund of the federation to which it is affiliated a sum equal to at least the aggregate of the coefficients below calculated on the monthly average of the daily balances during the next-to-last month of each of the elements related to it.

The coefficients are:

(1) 10 % of the shares held by its members;

(2) 25 % of the savings with transactions;

(3) 10 % of the true savings; and

(4) 3 % of the term savings.

That sum must be equal to not less than 8 % or more than 12 % of the aggregate of the average mentioned in the first paragraph for each of the above elements.

The sum mentioned in the first paragraph must be kept on the basis of the monthly average of the daily amounts kept in the liquidity fund.

12. Each federation must keep in its deposit fund a sum equal to at least 20 % of the deposits held at the federation by its auxiliary members and the persons mentioned in paragraph 3 of section 213 of the Act on the last day of the preceding month and maturing in the 100 days following that date.

The sum mentioned in the first paragraph must be kept on the basis of the monthly average of the daily amounts kept in the deposit fund.

13. Borrowings by a federation for its need of liquid assets, including by means of the issue to the liquidity fund of deposit certificates and inter-fund advances made to the liquidity fund shall be deducted from the investments made by the federation in accordance with section 3.

DIVISION IV

STANDARDS FOR ADEQUACY OF CAPITAL STOCK AND THE GENERAL RESERVE OF THE FEDERATIONS

14. Each federation shall keep a general reserve equal to at least 5 % of all the deposits made at the federation by its auxiliary

members and the persons mentioned in paragraph 3 of section 213 of the Act.

The sum of the surplus of the general reserve of a federation over the standard set by the first paragraph and its capital stock must represent at least 0.5 % of its debts calculated on a cumulative basis in accordance with the first paragraph of section 391 of the Act.

15. This By-law comes into force on 1 January 1991, except section 14, which comes into force on 21 November 1991.

4584

Gouvernement du Québec

O.C. 1572-90, 7 November 1990

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

Regional councils, public and private establishments

— Directors general and senior and intermediate officers

— Remuneration

Regulation respecting remuneration of directors general and senior and intermediate officers of regional councils, public establishments and private establishments referred to in sections 176 and 177 of the Act respecting health services and social services

WHEREAS under section 154 of the Act respecting health services and social services (R.S.Q., c. S-5), the Government may, by regulation, determine the standards and scales to be followed by regional councils, public establishments and the private establishments contemplated in sections 176 and 177 for:

(1) the selection, appointment, remuneration and other conditions of employment of directors general and senior and intermediate officers;

WHEREAS under the same section, the Government may also establish by regulation, for the persons contemplated in subparagraphs 1 and 2 of the first paragraph, a procedure of appeal for cases of dismissal, non-renewal or termination of appointment. The procedure may prescribe the designation of an arbitrator and the measures that the arbitrator may take following the hearing of the parties;

WHEREAS under Order in Council 1179-88 dated 3 August 1988, the Government made the Regulation respecting the remuneration of directors general and senior and intermediate officers of regional councils, public establishments and private establishments referred to in sections 176 and 177 of the Act respecting health services and social services;

WHEREAS it is expedient to replace that Regulation;

IT IS ORDERED, therefore, upon the recommendation of the Minister of Health and Social Services:

THAT the Regulation respecting remuneration of directors general and senior and intermediate officers of regional councils, public establishments and private establishments referred to in sections 176 and 177 of the Act respecting health services and social services, attached to this Order in Council, be made.

BENOÎT MORIN,

Clerk of the Conseil exécutif

Regulation respecting remuneration of directors general and senior and intermediate officers of regional councils, public establishments and private establishments referred to in Sections 176 and 177 of the Act respecting health services and social services

An Act respecting health services and social services (R.S.Q., c. S-5, s. 154, subpar. 1)

**TITLE I
GENERAL**

**CHAPTER I
DEFINITIONS AND SCOPE**

1. In this Regulation, unless the context indicates otherwise:

"continuous service" means the uninterrupted period during which an employee is bound with an employer of the health and social services sector by a labour contract, even where the carrying out of the work was interrupted without the contract having been terminated. Where an employee goes from one employer to another, his service shall remain continuous even where it has been interrupted, provided that the duration of the interruption has been for less than 3 months and that the employee has not filled another position during that time; (service continu)

"demotion" means a transfer to a management position in a lower evaluation class; (rétrogradation)

"director general" means a senior administrator holding a full-time or part-time regular management position recognized by the Minister at a general management level, except for the duties of an assistant director general, or senior or middle management, head of a pharmacy service or head of a pharmacy department, but including the duties of assistant director general at 80 % or more, and who is entitled to the group insurance plans offered to officers of the public and parapublic sectors; (directeur général)

"duties" means activities related to a function or operation constituting a logical and necessary step in the performance of a function; (tâche)

"employer" means a regional health and social services council, a public establishment or a private establishment referred to in sections 176 and 177 of the Act respecting health services and social services (R.S.Q., c. S-5); (employeur)

"evaluation class" means an organizational unit used in the system for classifying officers' positions, corresponding to a series of evaluation points reflecting the relative value of the positions; (classe d'évaluation)

"exceptional realization" means a major realization by an officer, constituting a remarkable contribution towards the realization of the mandate and objectives of the employer; (contribution exceptionnelle)

"function" means all the duties related to one another and included in the work of the holder of a position; (fonction)

"intermediate officer" means a person holding a full-time or part-time regular management position recognized by the Minister at a middle management level, except for the positions of general management or senior management, head of a pharmacy service or head of a pharmacy department, but including the positions of assistant senior officer at less than 80 %, and who is entitled to the group insurance plans offered to officers of the public and parapublic sectors; (cadre intermédiaire)

"officer" means a person holding a full-time or part-time regular management position, who is entitled to the group insurance plans offered to officers of the public and parapublic sectors and whose position is classified by the Minister at a general, senior or middle management level, except for the positions of head of a pharmacy service, head of a pharmacy department, director of professional services in a hospital centre, head of a community health department and an assistant director of professional services in a hospital centre, if the latter is a physician; (cadre)

"position" means all the functions generally performed by its holder for one or more employers; (poste)

"promotion" means a change to an officer's position in a higher evaluation class; (promotion)

"reassignment" means a change to a position other than that of officer or director general; (réaffectation)

"replacement duties" means temporary occupation of a position in which the salary scale is greater for the same employer during the absence of a regular officer and without working at one's usual position, in an operational line of authority where it is necessary for the position to be occupied continuously; (intérim)

"salary scale" means the set of salary rates related to a unionized or non-unionized unionizable position, increasing from a minimum to a maximum along a system of levels or according to other remuneration methods used by the employer; (échelle de salaire)

"senior officer" means a person holding a full-time or part-time regular management position recognized by the Minister at a senior management level, except for the positions of general management and middle management, but including the positions of assistant senior officer at 80 % or more and those of assistant director general at less than 80 %, and who is entitled to the group insurance plans offered to officers of the public and parapublic sectors; (cadre supérieur)

"transfer" means a change to an officer's position of the same evaluation class. (mutation)

2. This Regulation shall apply to every officer whose position is included in one of the salary classes referred to in section 3.

**TITLE II
REMUNERATION SYSTEM**

**CHAPTER I
SALARY CLASSES**

3. Salary classes represent the minimum and maximum limits for officers' salaries. Twenty-seven salary classes are established corresponding to the evaluation classes applicable to officers' positions.

For director general and senior officer positions, the Minister shall determine the evaluation class in accordance with the procedures for classification and evaluation of officers' positions established by him.

For intermediate officer positions, the employer shall apply the evaluation class determined in accordance with the procedures for classification and evaluation of officers' positions prescribed by the Minister.

Any change in the evaluation of a position following an updating of position evaluations shall be made and shall take effect on the date prescribed by the Minister.

Any change in the evaluation class for positions the class of which is determined by measurement units shall be made and shall take effect on 30 June.

SALARY STRUCTURES

4. Each salary class shall provide for a unique minimum and maximum. A difference of about 30 % shall exist between the minimum and maximum of each class. It shall take, with a good performance, approximately 7 years to reach the unique maximum.

REVISION OF CLASSES

5. Salary classes shall be adjusted on 1 July of each year for a period of twelve months. The basis used for determining the level of each class shall be the unique maximum of each class.

CHAPTER II

ADJUSTMENT OF INDIVIDUAL REMUNERATION

6. The adjustment of individual remuneration at 1 July shall include salary adjustment and any salary advancement at that same date.

INCREASE FOLLOWING CLASS ADJUSTMENT

7. At 1 July of each year, an officer's salary at 30 June shall be increased by the rate corresponding to the increase rate of salary classes.

An officer whose salary is above-class on 30 June shall be granted the annual adjustment at 1 July if the adjusted maximum of the salary class of his position becomes higher than the salary he earned on 30 June. His salary shall then be increased by the rate required to reach the adjusted maximum. In other cases, an above-class officer shall receive no adjustment, except for an officer demoted following a decision by the employer who shall receive an adjustment corresponding to half of the percentage of the class adjustment.

SALARY ADVANCEMENT FOR GOOD PERFORMANCE

8. At 1 July of each year, an advancement shall be granted for good performance. It shall represent 4 % of the salary of the officer at 30 June but may not raise his salary above the maximum of the class of the position he holds.

For an officer having held a position for less than one year on the date of application of the salary advancement, the employer shall determine the percentage of the salary advancement on a prorata basis from the date the officer filled the position. For that purpose, the employer shall use the computation table prescribed in Schedule II.

An officer who changed employers during the reference period, that being from 1 July to 30 June, shall receive from his present employer, where applicable, the salary advancement as though he had occupied his position throughout the reference period on a prorata basis of the time worked during which he held a position of officer during that reference period.

For a part-time officer, salary advancement shall be granted at 1 July. If the prorata basis of time worked is less than 50 % for the reference period, the part-time officer shall receive salary advancement for good performance equal to 2 % of his salary at 30 June.

An officer put on an availability list who chose reinstatement and who is entered on the list of officers reinstated or an officer put on an availability list who chose pre-retirement leave shall be entitled to all the provisions concerning the adjustment of individ-

ual remuneration in accordance with the terms and conditions prescribed in Title IV.

An officer on disability leave shall be entitled to all the provisions concerning the adjustment of individual remuneration in accordance with the terms and conditions prescribed in Title IV. The employer shall determine the percentage of the salary advancement on a prorata basis of time worked by referring to the computation table prescribed in Schedule II. However, in the percentage computation of salary advancement, a disabled officer shall be considered as having been at work during the first 6 months of his disability.

For an officer who was on unpaid leave during the entire reference period of 1 July to 30 June, the employer shall grant him only the individual salary adjustment. For an officer who was on unpaid leave for less than one year but for more than 30 days, the employer shall grant the adjustment and shall determine the percentage of salary advancement on the prorata basis of time worked. The employer shall use the computation table prescribed in Schedule II for that purpose.

CHAPTER III

RECOGNITION OF AN EXCEPTIONAL REALIZATION

9. The remuneration system shall allow the employer to reward an officer's exceptional realization. The appraisal of the performance may be used as a basis to determine an exceptional realization. The reference period used to appraise an exceptional realization shall extend from 1 April to 31 March.

10. Each board of directors shall determine at the beginning of the period in question the guidelines and the procedure for recognizing an exceptional realization. Each board shall approve the procedure each year. In addition, it shall, upon request by the department, forward the reasons justifying the decisions respecting the recognition of an exceptional realization.

11. Notwithstanding sections 1 and 2 of this Regulation, recognition of an exceptional realization is open to all officers, including the director of professional services of a hospital centre, the head of a community health department and the assistant director of professional services of a hospital centre, where the latter is a physician. Generally, only a limited number of officers achieve an exceptional realization.

12. An amount equal to 2 % of the total payroll for officers at 31 March shall be released and granted each year to each employer to reward an exceptional realization. That total payroll shall not include the amount provided for the exceptional realization of a director general released under sections 24 and 31. The amount thus released shall be paid during the fiscal year following that of the reference period for recognition of an exceptional realization.

13. Recognition of an exceptional realization may take various forms. Those various forms shall be, at the officer's choice, the payment of a lump sum bonus or the repayment of expenses incurred for professional activities. The monetary value of such recognition shall be computed on the unique maximum of the salary class of the position in question on the prorata basis of time worked during the period from 1 April to 31 March.

14. In accordance with section 12, employers having 10 officers or fewer in their service may accumulate an amount equal to 2 % of the total payroll for officers at 31 March up to a maximum amount equal to three times the annual amount, in order to be able to reward an exceptional realization.

Where an employer has used the amount provided to reward an exceptional realization without having exhausted the total amount available for the reference period, he shall use the balance of that amount for the subsequent reference period.

TITLE III ADJUSTMENT AND USE OF THE TOTAL PAYROLL FOR OFFICERS

CHAPTER I DEFINITION

15. The total payroll for officers is an element of the detailed component of the employer's budget, and shall be adjusted each year by the Minister.

CHAPTER II USE

16. The total payroll for the officers of the employer covers salaries, salary adjustments, salary advancement, salary correctives determined by the Minister and other salary adjustments resulting from the application of the officers' remuneration system for all officers of the employer. It also covers statutory holidays, personal holidays, annual vacations, accumulated vacation time upon leaving the service, the salary of an employee who is asked to assume replacement duties or double duty, the compensation for availability and salary insurance benefits remunerated at 100 % for all officers of the employer.

17. The following elements are not a part of the total payroll for officers: use or reimbursement of sick leave upon an officer's leaving the service, the employer's contribution to the unemployment insurance, workmen's compensation, Québec pension and Québec health insurance plans, costs related to parental leaves, costs for recognition of an exceptional realization, evening, night and weekend bonuses and regional disparity allowances, along with costs related to the application of job security measures for officers, severance pay and compensation for unfair discharge from employment.

TITLE IV ADJUSTMENT METHOD FOR OFFICERS' REMUNERATION FOR THE PERIODS FROM 1 JULY 1990 TO 30 JUNE 1991 AND 1 JULY 1991 TO 30 JUNE 1992

CHAPTER I PERIOD FROM 1 JULY 1990 TO 30 JUNE 1991

DIVISION I SALARY CLASSES

18. At 1 July 1990, the minimum and maximum of salary classes in force on 30 June 1990 shall be increased by 5 %. The new salary classes appear in Schedule I.

DIVISION II ADJUSTMENT OF INDIVIDUAL REMUNERATION INCREASE FOLLOWING CLASS ADJUSTMENT

19. At 1 July 1990, the individual salary adjustment rate shall be 5 %. The individual salary adjustment rate may not raise the salary of an officer above the maximum for his salary class.

SALARY ADVANCEMENT FOR GOOD PERFORMANCE

20. Subject to section 8, each officer demonstrating a good performance shall be entitled at 1 July 1990 to a salary advancement for good performance of 4 % of his salary at 30 June. Such

advancement applying to the salary at 30 June may not raise the salary of an officer above the maximum of his salary class.

DIVISION III RECOGNITION OF AN EXCEPTIONAL REALIZATION

21. An amount equal to 2 % of the total payroll for officers at 31 March 1991 shall be released and granted to each employer to reward an exceptional realization for the period from 1 April 1990 to 31 March 1991. That payroll shall not include the amount provided for the exceptional realization of a director general released under section 24.

22. The monetary value of such recognition shall be computed on the basis of the unique maximum of the salary class of the position in question on a prorata basis of the time worked during the period from 1 April 1990 to 31 March 1991. It may not be lower than 4 % nor higher than 10 % of that unique maximum. The director general shall be excluded from the application of this section except assistant directors general at 80 % or more.

23. In accordance with sections 21 and 29, employers having 10 officers or fewer in their service may accumulate the amount available at 31 March 1990, at 31 March 1991 and at 31 March 1992 released for such purpose, in order to be able to recognize an exceptional realization.

RECOGNITION OF AN EXCEPTIONAL REALIZATION BY A DIRECTOR GENERAL

24. An employer may reward a director general for an exceptional realization. The monetary value of that recognition shall be computed on the unique maximum of the salary class of the position on a prorata basis of the time worked during the period from 1 April 1990 to 31 March 1991. It shall vary from 0 to 6 % of that unique maximum. The officers referred to in section 22 shall be excluded from the application of this section.

An amount available for recognition of a director general for his exceptional realization, equal to 2 % of the director general's salary shall be released on 31 March 1991 and any surplus shall be taken from the budget of the establishment.

Employers of 10 officers and fewer may accumulate the amount available at 31 March 1991 released for such purpose, in order to be able to recognize a director general for an exceptional realization.

25. The policy of recognizing an exceptional realization shall be applied in accordance with the procedures prescribed in sections 9 to 14 of this Regulation.

CHAPTER II PERIOD FROM 1 JULY 1991 TO 30 JUNE 1992

DIVISION I SALARY CLASSES

26. At 1 July 1991, the minimums and maximums of salary classes in force on 30 June 1991 shall be increased by 5 %. The new salary classes appear in Schedule I.

DIVISION II ADJUSTMENT OF INDIVIDUAL REMUNERATION INCREASE FOLLOWING CLASS ADJUSTMENT

27. At 1 July 1991, the individual salary adjustment rate shall be 5 %. The individual salary adjustment rate may not raise the salary of an officer above the maximum of his salary class.

SALARY ADVANCEMENT FOR GOOD PERFORMANCE

28. Subject to section 8, every officer demonstrating a good performance shall be entitled at 1 July 1991 to a salary advancement for good performance of 4 % of his salary at 30 June. Such advancement applying to the salary at 30 June may not raise the salary of an officer above the maximum of his salary class.

DIVISION III

RECOGNITION OF AN EXCEPTIONAL REALIZATION

29. An amount equal to 2 % of the total payroll for officers at 31 March 1992 shall be released and granted to each employer to reward an exceptional realization for the period from 1 April 1991 to 31 March 1992. That payroll shall not include the amount provided for the exceptional realization of a director general released under section 31.

30. The monetary value of such recognition shall be computed on the basis of the unique maximum of the salary class of the position in question on a prorata basis of the time worked during the period from 1 April 1991 to 31 March 1992. It may not be lower than 4 % nor higher than 10 % of that unique maximum. The director general shall be excluded from the application of this section except the assistant directors general at 80 % or more.

RECOGNITION OF AN EXCEPTIONAL REALIZATION BY A DIRECTOR GENERAL

31. The employer may reward a director general for an exceptional realization. The monetary value of that recognition shall be computed on the unique maximum of the salary class of the position on a prorata basis of the time worked during the period from 1 April 1991 to 31 March 1992. It shall vary from 0 to 6 % of that unique maximum. The officers referred to in section 30 shall be excluded from the application of this section.

An amount available for recognition of a director general for his exceptional realization, equal to 2 % of the director general's salary shall be released at 31 March 1992 and any surplus shall be taken from the budget of the establishment.

Employers of 10 officers and fewer may accumulate the amount available at 31 March 1991 and at 31 March 1992 released for such purpose, in order to be able to recognize a director general for an exceptional realization.

32. The policy of recognizing an exceptional realization shall be applied in accordance with the procedures prescribed in sections 9 to 14 and 23 of this Regulation.

CHAPTER III

APPLICATION OF REMUNERATION RULES

33. For the period from 1 July 1991 to 30 June 1992, the annual salary of an officer shall be reduced by a percentage of 0.4 % per day of vacation exceeding 25 days on an annual basis.

An officer may not receive from an employer, for the exercise of his position as officer, any form of remuneration other than individual salary adjustment, salary advancement for good performance and, where applicable, the salary correctives determined by the Minister, a lump sum paid for exceptional realization, and the application of the remuneration rules prescribed in this Regulation, in the Regulation respecting certain conditions of employment applicable to directors general of regional councils and public establishments, made by Order in Council 661-89 dated 3 May 1989 and in the Conditions of Employment (Senior and Intermediate Officers of Regional Councils, Public Establishments and Private Establishments Referred to in sections 176 and 177 of

the Act respecting health services and social services) Regulation, made by Order in Council 412-85 dated 27 March 1985 and amended by Orders in Council 660-85 dated 3 April 1985 and 2067-85 dated 3 October 1985. In addition, an employer may not pay to an officer, for the exercise of his position as officer, a form of remuneration from a source other than those mentioned above.

TITLE V

SALARY RULES

CHAPTER I

SALARY DIFFERENCES UPON APPOINTMENT TO AN OFFICER'S POSITION

34. Appointment to an officer's position shall consist in a person's taking up the position of officer for an employer after holding a non-officer's position or working outside the field of health and social services.

35. Where a person is appointed to an officer's position, he shall be granted either the minimum salary of the salary class of the position to which he is appointed or 110 % of the annual salary rate he received before his appointment, whichever is higher, without exceeding the maximum of the class of the position to which he is appointed.

36. The new salary shall be determined by using, as a basis for computation, the person's annual salary according to the salary scales applicable on the date of his appointment. In order to do this, the employer shall take into account the candidate's experience at the time of his appointment, granting any change in level that the candidate would have received, in proportion to the time between the date of his last change in level and the date of his appointment.

The new salary of an officer appointed to a part-time regular officer's position shall be determined according to the provisions of the first paragraph of this section and shall be computed on a prorata basis of the time worked prescribed for the part-time regular officer's position.

37. For the purposes of computation, the person's salary shall include responsibility bonuses and the additional remuneration attached to post-school training, but exclude all inconvenience bonuses prescribed in the collective agreements.

38. For the purposes of section 35, where a person appointed to an officer's position is not already employed by a regional council or an establishment, the employer shall place the person appointed at the level corresponding to his experience and schooling, in the appropriate salary scale for unionized or non-unionized unionizable staff of the health and social services sector, at the date of his appointment to an officer's position.

39. Where no salary scale is appropriate, the person's salary shall be established according to his qualifications and experience with regard to the criteria of eligibility prescribed for the position.

40. Despite sections 44 and 45, an employer shall grant a senior or intermediate officer appointed to a position of director general classified in a salary class equal to or lower than the salary class for the position which he held, an increase of 5 % of the salary rate he received before his appointment without exceeding the maximum for the new class. In addition, an employer shall grant an intermediate officer appointed to a position of senior officer classified in a salary class equal to or lower than the salary class for the position which he held, an increase of 5 % of the salary rate he received before his appointment without exceeding the maximum for the new class.

Notwithstanding the first paragraph of section 44 and subject to the maximum of the salary class of the position, an employer shall maintain the salary rate of an intermediate officer appointed to a position of senior officer classified at a salary class lower than the salary class of the position he held. In addition, subject to the maximum of the salary class of the position, an employer shall maintain the salary rate of a director general appointed to a position of director general classified at a lower class than the salary class of the position he held.

CHAPTER II

CHANGE OF SALARY CLASS FOR THE SAME POSITION

41. Where the class of a position is upgraded, the officer shall keep his salary in the new class. However, the employer shall ensure him of the minimum of the new class. The officer shall be granted the adjustment in accordance with the provisions of Title IV and an accelerated salary advancement as prescribed in this section.

The maximum the officer shall receive as an accelerated salary advancement at the time the individual remuneration is adjusted shall be 8 % of the salary he received before the change in the salary class including the salary advancement for good performance. Such accelerated salary advancement may not raise the officer's salary above the maximum of the new salary class.

42. Where the evaluation class of a position is downgraded, the officer shall maintain his salary. That salary shall be adjusted, where applicable, to the maximum that the evaluation class had before the date of the class change. Where applicable, the officer's salary shall not be considered *ipso facto* as being above-class.

Where the maximum of the new evaluation class is higher than the maximum of the evaluation class that the position had before the date of the class change, the officer's salary shall be adjusted in accordance with the provisions of Title IV.

CHAPTER III

CHANGE OF POST PROMOTION

43. A promoted officer shall receive either the minimum salary for the salary class of the position to which he is promoted or 110 % of the annual salary rate he received before his promotion, whichever is higher, without exceeding the maximum for the new class.

DEMOTION

44. An officer demoted at his own request shall receive either the minimum salary for the salary class of the position or a salary corresponding to a reduction of not more than 10 % below the annual salary rate he received before the demotion, whichever is higher. The salary may not exceed the unique maximum prescribed for the salary class of the position.

An officer demoted following a decision of the employer shall continue to receive the salary he received before the demotion. In such a case, his salary may become above-class.

TRANSFER

45. An officer's salary shall not be changed following a transfer.

REASSIGNMENT

REASSIGNMENT FOLLOWING A DECISION OF THE EMPLOYER

46. The salary of an officer reassigned following a decision of the employer is governed by the provisions applicable to the position to which the officer is reassigned, subject, where applicable, to the provisions respecting measures of employment stability of officers provided for in the Regulation respecting certain conditions of employment applicable to directors general of regional councils and public establishments, made by Order in Council 661-89 dated 3 May 1989 and in the Conditions of Employment (Senior and Intermediate Officers of Regional Councils, Public Establishments and Private Establishments Referred to in sections 176 and 177 of the Act respecting health services and social services) Regulation, made by Order in Council 412-85 dated 27 March 1985 and amended by Orders in Council 660-85 dated 3 April 1985 and 2067-85 dated 3 October 1985.

47. Where the reassignment requested by the employer entails a decrease in salary for the officer, the difference between the salary received as an officer before the reassignment and the salary received for the new position shall be paid in a lump sum for a period not exceeding 2 years from the date of the reassignment.

48. A readjusted salary shall not be considered above-scale or above-rate within the meaning of the collective agreement governing the officer reassigned.

REASSIGNMENT REQUESTED BY AN OFFICER

49. An officer reassigned at his own request shall be classified on the salary scale for the position to which he is reassigned. The new salary of an officer thus reassigned may not exceed the maximum of the salary scale prescribed for the position to which he is reassigned.

SPECIAL PROVISION FOR REASSIGNMENT TO A PROFESSIONAL POSITION

50. Classification of professional staff within the salary scale for the position to which an officer is reassigned shall be determined by the employer, taking into account the person's qualifications and experience including the experience gained as an officer.

CHAPTER IV

ABOVE-CLASS SALARY

51. Unless provided otherwise in this Regulation, an officer's salary shall be considered above-class where his salary is higher than the unique maximum prescribed for the salary class of his position.

CHAPTER V

DOUBLE DUTY

52. An officer authorized to occupy on a temporary basis, in addition to his usual position, a full-time officer's position with his employer, in a sector of activities different from that of his position, or a full-time officer's position with another employer, shall be entitled to additional remuneration established in accordance with the following table:

Difference between the class of the position held temporarily and the class of the position held permanently by the officer	Percentage of the unique maximum for the class of the position held permanently by the officer
0 and more	24 %
- 1	22 %
- 2	20 %
- 3	18 %
- 4	16 %
- 5	14 %

For the purposes of this section, the term "temporary" means for a duration varying from 2 to 18 months. However, in the case of the replacement of an officer on disability leave or on parental leave without pay, the duration may go up to 24 months.

53. The additional remuneration shall be obtained by applying the percentage given in the Table of section 52 to the unique maximum of the salary class for the position held by the officer. Such additional remuneration shall be paid as a lump sum and shall not be part of the officer's salary.

54. Such additional remuneration shall not be taken into account in the application of the other administrative rules for salaries.

55. If the double-duty situation is permanent or lasts for a longer time than prescribed in section 52, the new officer's position thus obtained shall be classified in accordance with section 3.

56. A director general and an acting director general may not hold another officer's post with the same employer. An officer may not hold more than two posts for any given period.

CHAPTER VI REPLACEMENT DUTIES

57. This Chapter shall apply to any officer called upon to carry out replacement duties on a temporary basis, except for assistants whose regular duties include replacing their immediate superior during his absences.

For the purposes of this section, the term "temporary" means for a duration varying from 2 to 18 months. However, in the case of a replacement of an officer on disability leave or on parental leave without pay, the duration may go up to 24 months.

An officer called upon for replacement duties shall receive, in a lump sum, the difference between his salary and the higher of the following two amounts: 110 % of his salary without exceeding the maximum of the salary class for the position for which he is performing replacement duties or the minimum of the class of the position for which he is performing replacement duties.

This rule shall apply to any unionized or non-unionized unionizable employee called upon for replacement duties, unless replacement for an officer's position is provided for in the conditions of employment governing him.

Any unionized or non-unionized unionizable employee called upon to carry out replacement duties shall have all his other conditions of employment maintained.

CHAPTER VII SALARY DIFFERENCES BETWEEN THE OFFICER AND HIS PROFESSION

58. Notwithstanding the determination of a maximum for each of the salary classes, the maximum salary that an officer may reach shall be fixed at 110 % of the maximum rate of the salary scale in force including the additional remuneration related to post-school training, where applicable, in the field of health and social services for his profession where that possible new maximum is higher than the maximum of the salary class established for his position, provided that that profession is generally required for the position in question. In such a case, the officer's salary shall not be considered as being above-class.

Where applicable, that rule shall apply at the annual date of adjustment, on 1 July each year, by computing the individual adjustment and the salary advancement of the officer in question.

SALARY DIFFERENCES BETWEEN THE OFFICER AND HIS OPERATIONAL LINE OF AUTHORITY

59. Where the application of the rule prescribed in section 58 no longer makes it possible to maintain a difference between the salaries of the officers of different levels in the same operational line of authority who have reached the maximum of the salary class where their respective positions are situated, the employer shall add to the senior officer's salary an amount equal to 7 % of the maximum of his salary class. In such a case, the salary of the officer shall not be considered as being above-class.

This rule shall not apply to assistants, except to administrative assistants of local community service centres.

CHAPTER VIII OVERTIME

60. As a general rule, no remuneration or compensation shall be paid to an officer for overtime occasionally required as a regular part of his duties.

61. An officer required by his immediate superior to carry out overtime outside his normal work schedule shall receive, in the form of leave, compensation equal to the number of overtime hours worked.

62. An officer expressly required by his immediate superior to replace an officer or a non-officer employee outside his normal work schedule shall be paid according to the provisions applicable to the position of the person he replaces.

CHAPTER IX BONUSES AND COMPENSATIONS

63. Bonuses and compensations prescribed in this Chapter and regional disparity allowances prescribed in Chapter X shall not be part of the officer's salary.

COMPENSATION FOR AVAILABILITY

64. Where an employer requires that an officer referred to in section 65 be available 7 days a week, it shall pay him a lump sum compensation of \$15 per day of availability.

65. Such compensation for availability shall be granted to an intermediate officer in a position corresponding to any of the following:

- 554 - Division head, moveable and immoveable property (hospital centres)
- 564 - Division head, security (hospital centres)
- 762, 763 - Head of the material resources service (reception centres)
- 820 - Head of the rehabilitation unit (reception centres).

66. An officer who fills two positions, one of which is referred to in section 65, shall receive a compensation for availability if the employer requires him to be available as described above.

67. An officer who coordinates social and health emergency activities in a hospital centre, a social service centre, a local community service centre or a reception centre shall receive a compensation for availability if the employer requires him to be available as described above.

EVENING, NIGHT OR WEEKEND BONUS

68. Notwithstanding the holidays prescribed in collective agreements of unionized employees, an officer shall be entitled to an evening bonus, a night bonus or a weekend bonus in accordance with the terms and conditions set out in collective agreements for the payment of such bonuses. For the purposes of this section, the term "seniority" shall be replaced by "continuous service". With respect to the weekend bonus, it shall apply from 1 January 1990.

CHAPTER X REGIONAL DISPARITY ALLOWANCES

69. An officer shall be entitled to regional disparity allowances in accordance with the same terms and conditions set out in the collective agreements.

TITLE VI RECOURSE FOR REMUNERATION

DIVISION I SCOPE

70. This Title determines the recourse procedure designed to solve any disagreement between an officer and his employer respecting the interpretation and application of the provisions provided for in this Regulation.

DIVISION II RECOURSE PROCEDURE

71. Where there is a disagreement between an officer and his employer respecting the interpretation and application of provisions of this Regulation, the officer shall submit it in writing to his employer within 30 days of the time when the officer becomes aware of the event causing the disagreement, but no later than 6 months following the occurrence of the event giving rise to the disagreement.

72. Within 30 days following receipt of the request in writing referred to in section 71, the employer and the officer shall meet in order to discuss the disagreement and, if possible, reach an agreement. During that or those meetings, the officer may be accompanied by a representative of his officers' association, if he so wishes.

73. Where the disagreement persists after the expiry of the period provided for in section 72, the officer may, within the 20

days that follow, request that his complaint be submitted to the chairman of a recourse committee.

The complaint shall contain all the particulars concerning his position, the nature of the disagreement with supporting documents and the name of his representative; where need be, the employer shall provide those documents. A copy of the complaint and the name of the officer's representative shall be sent to the Minister.

A complaint is not invalidated solely because it fails to include all of the particulars required.

74. A recourse committee shall be composed of the officer and the employer, or of a representative for each of them, and of a chairman designated by them or their representatives, from the appropriate list referred to in Chapter III of Title II of the Conditions of Employment (Senior and Intermediate Officers of Regional Councils, Public Establishments and Private Establishments Referred to in sections 176 and 177 of the Act respecting health services and social services) Regulation, made by Order in Council 412-85 dated 27 March 1985 and amended by Orders in Council 660-85 dated 3 April 1985 and 2067-85 dated 3 October 1985 or of the list referred to in Chapter III of Title III of the Regulation respecting certain working conditions applicable to directors general of regional councils and public establishments, made by Order in Council 661-89 dated 3 May 1989.

The Minister shall designate the chairman if the appropriate list has not been drawn up or if the chairmen entered on the lists are unable to undertake consideration of a complaint.

Where the parties are unable to agree on the choice of a chairman, he shall be appointed by the Minister.

75. Within 10 days, following receipt of the complaint, the employer shall provide in writing the name of his representative to the Minister and to the officer's representative. Where the employer has no representative, the officer shall be so notified.

76. The chairman shall lay down his hearing procedure and exercise the powers provided for in Division III of Chapter IV of Title I of the Labour Code (R.S.Q., c. C-27), subject to the provisions provided for under that Title.

77. The chairman shall call the parties immediately and the recourse committee shall proceed in the manner that it determines.

78. Where the chairman of the recourse committee determines that the employer's interpretation or application of the Regulation does not comply with the provisions of this Regulation, he shall render a decision in the cases provided for in section 81 or make a recommendation in the other cases.

79. The decision or the recommendation of the recourse committee shall be rendered in accordance with the single chairman procedure, unless the parties decide otherwise.

80. The decision or the recommendation of the chairman of the recourse committee may in no way amend, add to or withdraw from the provisions of this Regulation.

In addition, the decision or the recommendation of the chairman of the recourse committee may in no case provide for retroactivity of more than 6 months from the date of the filing of the complaint.

81. The decision of the chairman of the recourse committee is final and enforceable and binds the officer and the employer where it deals with the following provisions:

(1) Title II, remuneration system, sections 6, 7 and 8 where for those sections the complaint does not pertain to appraisal of performance.

(2) Title IV, adjustment method for officers' remuneration, sections 18 to 20, 27 and 28 where for those sections the complaint does not pertain to appraisal of performance.

(3) Title V, salary rules, excluding sections 38, 39 and 50.

82. The decision or the recommendation of the chairman shall be rendered within 30 days following the date of the end of the hearings. That period may be extended upon written agreement between the representatives or, failing that, between the officer and the employer. A decision or recommendation is not invalidated solely because it is made after that period.

83. The decision or the recommendation of the chairman shall be in writing and signed, and he must give his reasons. A copy of his decision or recommendation shall be sent to the officer, to the employer, to their representatives, where applicable, and to the Minister.

84. Where the employer decides not to apply the recommendation of the chairman of the recourse committee, he shall inform the officer of his decision in writing within 30 days.

85. The chairman's expenses and fees shall be borne by the losing party. Each party shall assume the expenses of his representatives.

In the cases provided for in section 84, the employer shall assume the chairman's expenses and fees.

86. In cases where the chairman determines that the decision or the recommendation is divided and in cases of the agreements

provided for in section 88, the chairman's expenses and fees shall be equally divided between the parties.

Where the employer decides not to apply a divided recommendation, the employer shall assume the chairman's expenses and fees.

87. An officer who withdraws his complaint shall no notify his employer in writing and send a copy of the notice to the Minister and to the chairman and, where applicable, to his association.

88. Where an agreement is reached before the chairman renders his decision or makes his recommendation, a copy of that agreement shall be sent to the Minister and to the chairman within 15 days after the agreement is reached. The agreement shall include a clause withdrawing the complaint and the officer's waiver of any other recourse.

The chairman's expenses shall be paid by the employer where the employer grants the officer's complaint or by the officer where the officer withdraws his complaint before the chairman renders a decision or a recommendation.

TITLE VII

FINAL

89. This Regulation replaces the Regulation respecting remuneration of directors general and senior and intermediate officers of regional councils, public establishments and private establishments referred to in sections 176 and 177 of the Act respecting health services and social services, made by Order in Council 1179-88 dated 3 August 1988.

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

SCHEDULE I

SALARY CLASSES

Class	1990 - 1991		1991 - 1992	
	Minimum	Maximum	Minimum	Maximum
02	23 052	29 968	24 205	31 466
03	24 350	31 655	25 568	33 238
04	25 650	33 345	26 933	35 012
05	26 956	35 044	28 304	36 796
06	28 259	36 737	29 672	38 574
07	29 504	38 354	30 979	40 272
08	30 955	40 241	32 503	42 253
09	32 452	42 187	34 075	44 296
10	34 305	44 596	36 020	46 826
11	36 456	47 393	38 279	49 763
12	38 716	50 331	40 652	52 848
13	40 996	53 295	43 046	55 960
14	43 678	56 781	45 862	59 620
15	45 949	59 735	48 246	62 722
16	48 841	63 494	51 283	66 669
17	51 599	67 078	54 179	70 432
18	54 364	70 673	57 082	74 207
19	57 221	74 387	60 082	78 106
20	60 493	78 641	63 518	82 573
21	63 830	82 979	67 022	87 128

Class	1990 - 1991		1991 - 1992	
	Minimum	Maximum	Minimum	Maximum
22	67 132	87 272	70 489	91 636
23	70 397	91 516	73 917	96 092
24	74 097	96 326	77 802	101 142
25	76 207	99 070	80 017	104 024
26	80 237	104 308	84 249	109 523
27	84 349	109 654	88 566	115 137
28	88 519	115 076	92 945	120 830

These salary rates for each of the salary classes determine the minimum and maximum limits of the annual salary of a full-time officer.

SCHEDULE II

TABLE FOR COMPUTING THE PERCENTAGE OF SALARY ADVANCEMENT

Date of employment	Percentage of salary advancement granted on an annual basis												
	Between 06-16 and 07-01	Between 05-16 and 06-15	Between 04-16 and 05-15	Between 03-16 and 04-15	Between 02-16 and 03-15	Between 01-16 and 02-15	Between 12-16 and 01-15	Between 11-16 and 12-15	Between 10-16 and 11-15	Between 09-16 and 10-15	Between 08-16 and 09-15	Between 07-16 and 08-15	Between 07-01 and 07-15
%	%	%	%	%	%	%	%	%	%	%	%	%	%
0,5	0,00	0,04	0,08	0,13	0,17	0,21	0,25	0,29	0,33	0,38	0,42	0,46	0,50
1,0	0,00	0,08	0,17	0,25	0,33	0,42	0,50	0,58	0,67	0,75	0,83	0,92	1,00
1,5	0,00	0,13	0,25	0,38	0,50	0,63	0,75	0,88	1,00	1,13	1,25	1,38	1,50
2,0	0,00	0,17	0,33	0,50	0,67	0,83	1,00	1,17	1,33	1,50	1,67	1,83	2,00
2,5	0,00	0,21	0,42	0,63	0,83	1,04	1,25	1,46	1,67	1,88	2,08	2,29	2,50
3,0	0,00	0,25	0,50	0,75	1,00	1,25	1,50	1,75	2,00	2,25	2,50	2,75	3,00
3,5	0,00	0,29	0,58	0,88	1,17	1,46	1,75	2,04	2,33	2,63	2,92	3,21	3,50
4,0	0,00	0,33	0,67	1,00	1,33	1,67	2,00	2,33	2,67	3,00	3,33	3,67	4,00
4,5	0,00	0,38	0,75	1,13	1,50	1,88	2,25	2,63	3,00	3,38	3,75	4,13	4,50
5,0	0,00	0,42	0,83	1,25	1,67	2,08	2,50	2,92	3,33	3,75	4,17	4,58	5,00
5,5	0,00	0,46	0,92	1,38	1,83	2,29	2,75	3,21	3,67	4,13	4,58	5,04	5,50
6,0	0,00	0,50	1,00	1,50	2,00	2,50	3,00	3,50	4,00	4,50	5,00	5,50	6,00
6,5	0,00	0,54	1,08	1,63	2,17	2,71	3,25	3,79	4,33	4,88	5,42	5,96	6,50
7,0	0,00	0,58	1,17	1,75	2,33	2,92	3,50	4,08	4,67	5,25	5,83	6,42	7,00
7,5	0,00	0,63	1,25	1,88	2,50	3,13	3,75	4,38	5,00	5,63	6,25	6,88	7,50
8,0	0,00	0,67	1,33	2,00	2,67	3,33	4,00	4,67	5,33	6,00	6,67	7,33	8,00
8,5	0,00	0,71	1,42	2,13	2,83	3,54	4,25	4,96	5,67	6,38	7,08	7,79	8,50
9,0	0,00	0,75	1,50	2,25	3,00	3,75	4,50	5,25	6,00	6,75	7,50	8,25	9,00
9,5	0,00	0,80	1,58	2,38	3,17	3,95	4,75	5,53	6,33	7,13	7,92	8,70	9,50
10,0	0,00	0,84	1,66	2,50	3,34	4,16	5,00	5,84	6,66	7,50	8,33	9,16	10,00

Gouvernement du Québec

O.C. 1575-90, 7 November 1990

An Act respecting collective agreement decrees
(R.S.Q., c. D-2)

Hairdressers

— Hull

— Amendments

CONCERNING the Decree amending the Decree respecting hairdressers in the Hull region

WHEREAS, in accordance with section 8 of the Act respecting collective agreement decrees (R.S.Q., c. D-2), the government may amend a decree upon the recommendation of the Minister of Labour;

WHEREAS the contracting parties to the collective labour agreement rendered obligatory by the Decree respecting hairdressers in the Hull region (R.R.Q., 1981, c. D-2, r. 15), amended by Orders in Council 1947-82 of 25 August 1982, 1001-84 of 25 April 1984, 2237-84 of 3 October 1984, 1701-85 of 20 August 1985 and 1834-88 of 7 December 1988, have petitioned the Minister of Labour to submit to the government for consideration and decision the following amendments to the Decree;

WHEREAS, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), the draft amending decree attached hereto was published in Part 2 of the *Gazette officielle du Québec* of 25 April 1990, with a notice stating that it may be adopted by the government at the expiry of a 45-day time limit from this publication;

WHEREAS no objection was expressed against this draft amending decree;

WHEREAS there is reason to approve this petition as amended and to adopt for this purpose the attached Decree;

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

THAT the Decree amending the Decree respecting hairdressers in the Hull region, attached hereto, be adopted.

BENOÎT MORIN,

Clerk of the Conseil exécutif

Decree amending the Decree respecting hairdressers in the Hull region

An Act respecting collective agreement decrees
(R.S.Q., c. D-2, s. 8)

1. The Decree respecting hairdressers in the Hull region (R.R.Q., 1981, c. D-2, r. 15), amended by Orders in Council 1947-82 of 25 August 1982, 1001-84 of 25 April 1984, 2237-84 of 3 October 1984, 1701-85 of 20 August 1985 and 1834-88 of 7 December 1988, is further amended in section 0.02:

1° by inserting, before the definition of the word "hairdresser", the following definition:

""assistant-hairdresser": any person who assists a hairdresser and who carries out, on the head of another person, partially or entirely, one or more hairdressing operations;";

2° by adding, at the end, the following definition:

""continuous service": any uninterrupted period during which the employee is bound to the employer by a work contract, even if

the carrying out of the work was interrupted without the contract having been cancelled."

2. Section 3.01 of the Decree is amended by adding the following paragraphs:

"When one of these general holidays does not fall on a working day for the employee whose standard workweek is 40 hours, this employee is entitled to at least 6 of the days provided for in the first paragraph. The employer then pays him the compensation provided for in section 3.06 or grants him a compensatory leave of one day. This leave shall be taken within the 3 weeks preceding or following such holiday.

To be entitled to a general holiday provided for in the first paragraph, an employee shall have completed at least 60 days of continuous service for the same employer and not have been absent from work, without his employer's authorization or without a valid reason, the day before or the day after such day."

3. Section 5.06 of the Decree is abrogated.

4. Section 8.01 of the Decree is replaced by the following:

"8.01 The minimum remuneration for a hairdresser and an assistant-hairdresser is a basic weekly wage equal to the "regulation rate" defined in section 5.05, increased by 1,00 \$ per hour in the case of the employee who has completed 2 years of continuous service for the same employer, 2,00 \$ per hour in the case of the employee who has completed 5 years of continuous service for the same employer and 3,00 \$ in the case of the employee who has completed 8 years of continuous service for the same employer, multiplied by the number of hours worked.

A commission on the global weekly receipts coming from the work of the employee and exceeding twice his basic weekly wage is added to this basic weekly wage. The percentage of the commission is established as follows on the basis of the global weekly receipts:

Global weekly receipts	Percentage of the commission
0 to 500 \$	35 %
0 to 700 \$	45 %
0 to 701 \$ and over	48 %."

5. Section 8.02 of the Decree is abrogated.

6. Section 8.09 of the Decree is replaced by the following:

"8.09 The products used in hairdressing salons for services rendered to customers are to be paid by the employer. However, after agreement with his employees, the employer may deduct for such products up to 5 % of the weekly receipts coming from the work of the employee before computing the commission payable to the employee under the second paragraph of section 8.01."

7. Section 9.01 of the Decree is replaced by the following:

"9.01 Professional employers, employers, artisans and employees shall demand from the public at least the following prices for the services listed below:

1° dyeing	16,00 \$
2° haircut	8,00
3° bleaching	16,00
4° streaks	18,00
5° finger wave	6,00
6° permanent all included	40,00
7° permanent	35,00

8° shampoo	2,00
9° scalp treatment	5,00
10° haircut for children under 12 years	7,00
11° haircut for children under 12 years, including shampoo and finger wave	12,00."

8. The Decree is amended by adding, after section 11,05, the following:

"11.06 To be hired in a hairdressing salon, a person shall fulfil the following requirements:

1° be 16 years old and hold a Diploma of Secondary Studies or have completed studies with an equivalent rating certified by the Minister of Education;

2° hold a Diploma of Professional Studies in hairdressing;

3° hold a diploma in hairdressing issued by a private institution holding a licence issued by the Minister of Education for that vocational specialty under the Act respecting private education (R.S.Q., c. E-9), and which gives, pursuant to section 42 of this Act, the curriculum established by the Minister for that specialty."

9. The Decree is amended by adding, after Division 11.00, the following Divisions and sections:

"12.00 Holidays

12.01 The employee whose standard workweek is 40 hours is entitled to 5 days of paid movable holidays per year.

Such holidays may not be taken more than two consecutive days at the same time.

None of these holidays may be taken between 8 December and 6 January, the week preceding Easter and the week preceding and that following the annual vacation of the employee, except for reasons supported with a medical certificate or if there is an agreement between the employer and the employee.

12.02 An employee may be absent from work during one day, without a loss in wages, on the occasion of the death or funeral of a child, his "consort", within the meaning of paragraph 3 of section 1 of the Act respecting labour standards (R.S.Q., c. N-1.1), his father, mother, a brother or a sister.

12.03 An employee may be absent from work, without a loss in wages, on his wedding day and during 2 days on the occasion of the birth or adoption of a child.

13.00 Registered retirement savings plan

13.01 The employee for whom the employer does not contribute to a registered retirement savings plan receives on his pay to compensate for such contribution, an income supplement equal to 1 % of his weekly wage after 12 months of continuous service for the same employer and 2 % of his weekly wage after 5 years of continuous service for the same employer.

13.02 The employer who joins the group registered retirement savings plan set up by the contracting parties to the decree and managed by the Hairdressers' Joint Committee for Hull District, makes a deduction equal to 2 % of the wage of the employee who has completed 12 months of continuous service.

His contribution to such plan as an employer is equal to 1 % of the weekly wage of the employee who has completed 12 months of continuous service for him and to 2 % of the weekly wage of

the employee who has completed 5 years of continuous service for him.

The employer shall forward to the head office of the Joint Committee, no later than the 15th of each month, all of the sums thus collected as well as his contribution for the preceding month.

13.03 The employer may also contribute for the benefit of his employees to a registered retirement savings plan managed by an insurer duly authorized as such by the Inspector General of Financial Institutions or to a special pension fund established and managed by the union which is a party to this Decree and referred to in section 14 of the Professional Syndicates Act (R.S.Q., c. S-40).

In such case, if his contribution to that plan or that fund is lower than the income supplement which would otherwise be payable to the employee pursuant to section 13.01, he shall pay the difference to the employee at the time and in the fashion prescribed in that section."

10. Schedule I of the Decree is amended:

1° in subregion 01, by adding the following name:

"Cantley";

2° in subregion 03, by adding the following name:

"Cayamant".

11. This Decree comes into force on the fifteenth day which follows the date of its publication in the *Gazette officielle du Québec*.

4586

Gouvernement du Québec

O.C. 1576-90, 7 November 1990

An Act respecting collective agreement decrees (R.S.Q., c. D-2)

Men's clothing — Amendments

CONCERNING the Decree amending the Decree respecting the men's clothing industry

WHEREAS, under section 8 of the Act respecting collective agreement decrees (R.S.Q., c. D-2), the government may amend a decree upon the recommendation of the Minister of Labour;

WHEREAS the contracting parties to the collective labour agreement rendered obligatory by the Decree respecting the men's clothing industry (R.R.Q., 1981, c. D-2, r. 27), amended by Orders in Council 907-82 of 8 April 1982 (Suppl., p. 432), 966-83 of 11 May 1983, 360-85 of 21 February 1985, 880-85 of 8 May 1985, 1874-85 of 11 September 1985, 1124-87 of 22 July 1987 and 1436-88 of 21 September 1988, have petitioned the Minister of Labour to submit to the government for consideration and decision the following amendments to the Decree;

WHEREAS, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), the text of the amending Decree attached hereto was published in Part 2 of the *Gazette officielle du Québec* of 11 April 1990, with a notice stating that it might be adopted by the government at the expiry of a 45-day time limit from this publication;

WHEREAS the objections expressed against the amending Decree attached to this Decree were considered according to the Act;

WHEREAS there is reason to approve this petition as amended and to adopt for this purpose the attached Decree;

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

THAT the Decree amending the Decree respecting the men's clothing industry, attached hereto, be adopted.

BENOÎT MORIN,
Clerk of the Conseil exécutif

Decree amending the Decree respecting the men's clothing industry

An Act respecting collective agreement decrees
(R.S.Q., c. D-2, s. 8)

1. The Decree respecting the men's clothing industry (R.R.Q., 1981, c. D-2, r. 27), amended by Orders in Council 907-82 of 8 April 1982 (Suppl., p. 432), 966-83 of 11 May 1983, 360-85 of 21 February 1985, 880-85 of 8 May 1985, 1874-85 of 11 September 1985, 1124-87 of 22 July 1987 and 1436-88 of 21 September 1988, is further amended in section 1.01:

1° by replacing subparagraph *a* of paragraph 2° by the following:

"*a*) "men's and boys' clothing": this operation consists in tying up lots, distributing patterns or carrying out any minor operations not classified otherwise in a cutting room, a factory, a warehouse, a department for receiving or shipping merchandise;"

2° by adding, after paragraph 5°, the following paragraphs:

"6° "regular wage rate of the employee": the hourly rate of the Decree, or the hourly rate or piece-work rate agreed upon with the employer, provided that this rate equals or exceeds the minimum rate of the Decree;

7° "operating an automatic sewing machine": this operation consists in feeding an automatic sewing machine which has its own sewing cycle and where the employee does not have to guide the parts to be sewn."

2. Sections 2.01 and 2.02 of the Decree are replaced by the following:

"2.01 The Decree applies to the manufacture, in whole or in part, of men's and boys' clothing over age 6, to jeans clothing over 6 years old for both sexes and to children's clothing defined in section 2.07.

The Decree also applies to employees working as general hand or floor help in a warehouse or a department for receiving or shipping men's and boys' clothing. However, this section does not apply to the employee whose main task consists in delivering merchandise by truck.

2.02 "Men's and boys' clothing":

1° overcoats, suits, jackets, vests, trousers, raincoats, car coats, suburban coats, storm coats, duffle coats, parkas, anoraks, ski jackets, golf jackets, sports vests, windbreakers and all similar garments;

2° leather garments (natural or synthetic);

3° military garments as defined in subsection 4 of section 1.01."

3. Section 2.03 of the Decree is abrogated.

4. Section 5.01 of the Decree is amended by replacing the introductory text by the following:

"5.01 For employees engaged in the manufacture of men's and boys' clothing:"

5. Section 5.01.1 of the Decree is replaced by the following:

"5.01.1 The standard workday is 8 hours on Monday, Tuesday, Wednesday and Thursday and 7 hours on Friday for employees working in the warehouse, in the department for receiving or shipping merchandise in men's and boys' clothing."

6. Section 5.03 of the Decree is amended by inserting, in paragraph 2°, the following paragraph:

"However, when an employer does not use a third shift, the Parity Committee may grant, upon a written request from the employer, a permit authorizing this employer to extend the standard 8 hours workday schedule to 1:00."

7. Section 5.11 of the Decree is amended by replacing the first two paragraphs by the following:

"5.11 Overtime: Any work performed outside the regular work hours of each shift provided for in sections 5.01 to 5.05, is considered as overtime and is paid at the regular wage rate of the employee increased by 50 %.

However, for the employee engaged in the manufacture of men's and boys' clothing or jeans clothing, the premium of 50 % is payable only after the employee has worked the number of standard hours scheduled for him on the day in which the overtime hours are worked.

Despite the first paragraph and section 5.12, for employees engaged in the making of men's and boys' clothing, the employer may, upon request by the majority of employees working in a shop or department, and by mutual agreement, grant additional days of leave to his employees, on the dates agreed upon within the 12 months of the mutual agreement, to compensate any hours worked outside regular working hours, at the regular wage rate of the employee for each additional day thus agreed upon, subject to the following conditions:"

8. Section 8.02 of the Decree is abrogated.

9. Section 8.06 of the Decree is replaced by the following:

"8.06 However, the Parity Committee may, upon request by an employer, accept a composite minimum hourly rate, for employees working under conditions outlined in sections 8.01 and 8.03."

10. Sections 8.08 and 8.09 of the Decree are replaced by the following:

"8.08 When an employee performs 2 operations under the conditions outlined in section 8.01, the composite minimum hourly rate is to be determined by the time spent on each of the operations and their respective minimum hourly rates.

8.09 When an employee performs 3 or more operations under the conditions outlined in section 8.01, only the 2 operations carrying the highest minimum hourly rates must be taken into account; the time spent on the remaining operations is considered as having been worked on the second highest operation."

11. Sections 9.02 and 9.02.1 of the Decree are replaced by the following:

"9.02 Classification of operations and wage scales:

9.02.1 Table 1 - Men's and boys' clothing

1° Part I - Hourly minimum wage rates for operations performed in the manufacture of men's and boys' clothing

Classification of operations described in Part II of this Table

Class	As of	As of
	90 12 06	91 12 02
A	10,85 \$	11,30 \$
B	9,30	9,70
C	7,55	7,85
D	6,90	7,20
E	6,15	6,40

2° Part II - Classification of operations performed in the manufacture of men's and boys' clothing

(1) Men's and boys' clothing

(1.1) Cutting and trimming operations

Class

A: Marking patterns on paper or cloth. Marking or cutting body or sleeve linings.

B: Chopping by hand or electric shears. Marking or cutting with shears or knife, trimmings other than body or sleeves linings. Operating automatic cutting machine.

C: Piling, operating die-cutting equipment. Cutting undercollars. Matching parts to be cut.

D: Abrogated.

E: Operating Soabar machine. Sorting. Operating photomarking machine. General hand or floor help.

(2) Men's and boys' clothing excluding trousers

(2.1) Pressing operations

Class

B: Finish presser: employee who performs the pressing of a complete sewn garment, with a hand iron or by steam press machine.

C: Toppresser: employee who presses garments by automatic steam pressing machine or using a dummy or presses military garments by steam press machine.

Underpresser: employee who opens or presses seams, parts or any other pressing required for the sewing of the garment or does the smoothing of the lining after the garment has been pressed by the finish presser.

(2.2) Machine operations

Class

C: Employees performing any of the following operations: sewing in sleeves. Taping edges. Sewing shape of fronts. Making pockets, which includes: sewing on beesoms, flaps, welts or patches. Stitching edges of fronts. Operating die-cutting equipment. Joining fronts, vees, sides, shoulders, bottoms or backs. Tacking pockets, which includes: closing mouth and tacking corners. Tacking welt corners with zigzag stitch machine. Felling with "Durkopp" or "A.M.F." type machine. Making or stitching fly fronts. Making linings, which includes: making or tacking pockets, sewing lining to facing, side seams, backs, yokes, vees, shoulder seams, or sewing sleeve lining to body. Sewing topcollar to undercollar. Basting which includes: edges, gorges, bottoms, fronts, canvas, facings, linings, armholes, shoulder seams, topcollar or undercollar to neck. Trimming and tacking armholes. Sewing gorges or undercollar to neck or to lining. Raising seams. Making samples. Sewing sleeves to body before side seams are closed. Closing coat shell to shell. Making general repairs. Sewing or stitching zipper to front or side of body. Sewing or stitching front or back yokes. Operating feed-off the arm machine.

D: (a) employee performing any other operations not enumerated in classes C and E;

(b) employee performing any operations on military garments defined in paragraph 4 of section 1.01, except the operations enumerated in class E;

(c) operating an automatic sewing machine, defined in paragraph 7 of section 1.01.

E: Operating Soabar machine. Stapling canvas or facings. Basting mouth of pockets. Making ticket pockets. Making or sewing on armhole shields. Gathering shoulder head. Shirring canvas. Tacking hangers or cuffs. Making loops or imitation buttonholes. Closing pockets, sewing around bag when performed as a separate operation after pocket has been tacked. Turning and creasing parts by die machine. Setting hooks, eyelets, rivets or snaps. Threading or cutting zippers. Trimming or pinking bottoms. Sewing labels or tickets. Following operations performed on military garments: sewing inside pockets, making flaps, collars, wristbands or epaulets; sewing patch pockets which have been previously creased with die machine; making general repairs, making buttonholes; sewing buttons; bar tacking.

(2.3) Hand operations

Class

C: Fitting; sorting, matching and cutting with shears or electric knife garment parts or linings to be sewn which have been blocked by the cutter or the trimmer. Basting or stitching edges of body or other parts of garment. Underbasting of facing to front. Shaping. Basting topcollar. Examining, general tailoring and busheling. Basting canvas, facing, lining, pleats, yokes or vents. Trimming and tacking armholes. Basting undercollar or topcollar to neck or topcollar to undercollar. Preparing armholes: basting lining or cloth, shoulder seams or crease of lining.

D: Employee performing any other operations not enumerated in classes C and E.

E: Sewing on labels or tickets. Thread marking or chalking. Pulling basting or cleaning. Marking buttons. Separating, pairing, numbering, sorting or assembling cut parts to be sewn. Turning garments or small parts. Trimming canvas, linings or small parts. Tacking fronts for shaping. Examining military garments. Fusing by automatic machine. General hand or floor help.

(3) Trousers

(3.1) Machine, hand and pressing operations

Class

C: Making pockets, which includes: sewing on beesoms, welts, flaps, patches or tabs and sewing second stitch on back pocket. Tacking pockets, which includes: positioning pocket, closing mouth of pocket and tacking corners on regular or slant-type pockets. Seaming or raising seams on inside or outside leg seams or sewing seat seam. Stitching lining of waistband. Sewing lining to waistband. Sewing braid. Sewing cloth or elastic waistband on trousers. Operating Feed-off the arm machine or die cutting equipment. Stitching flies. Making repairs by machine. Fitting and separating. Pressing legs or top of trousers.

D: (a) employee performing any other operations not enumerated in classes C and E;

(b) underpressing: employee who opens or presses seams, parts or any other pressing required for the assembling of trousers;

(c) employee performing the following operations defined in class C, on boys' trousers: making pockets, tacking pockets,

seaming, stitching lining, sewing lining, sewing waistband or stitching flies;

(d) operating an automatic sewing machine defined in paragraph 7 of section 1.01.

E: Operating Soabar machine. Sewing buttons, labels or tickets. Making loops. Setting hooks and eyes. Threading or cutting zipper. Separating, sorting, pairing, numbering or chalking. Turning and creasing parts by die-machine. Trimming or pinking bottoms. Cleaning or brushing. Fusing by automatic machine. General hand or floor help."

12. Section 9.02.2 of the Decree is abrogated.

13. Section 9.02.3 of the Decree is amended by replacing the Table of Part I by the following:

"Classification of operations described in Part II of this Table

Class	As of 91 01 07	As of 92 01 06
AY	9,45 \$	9,87 \$
BY	8,63	9,01
CY	7,55	7,85
DY	6,90	7,20
EY	6,15	6,40."

14. Section 9.02.4 of the Decree is amended:

1° by replacing the Table of Part I by the following:

"Classification of operations described in Part II of this Table

Class	As of 90 12 06	As of 91 12 02
AJ	8,65 \$	8,95 \$
BJ	6,70	7,00
CJ	6,45	6,75
DJ	6,25	6,55
EJ	5,95	6,25."

2° by replacing, in Part II, in paragraph (1) Cutting and trimming operations, subparagraph BJ by the following:

"BJ: Piling. Operating automatic cutting machine or photo-marking machine.";

3° by inserting, in Part II, in subparagraph CJ of paragraph (2) Machine and hand operations, the following sentence:

"Operating automatic Feed-off the arm machine."

15. Section 9.03 of the Decree is replaced by the following:

"9.03 Table of apprentice wages

Scale of promotion	As of 90 12 06	As of 91 12 02
first 4 months	5,30 \$	5,30 \$
from the 5 th to the 8 th month	5,35	5,40
from the 9 th to the 12 th month	5,85	5,90
from the 13 th to the 16 th month	6,40	6,45
from the 17 th to the 20 th month	7,05	7,10
from the 21 st to the 24 th month	7,75	7,85
from the 25 th to the 28 th month	8,60	8,75
from the 29 th to the 32 nd month	9,60	10,00
as of the 33 rd month	10,85	11,30."

16. Section 9.08 of the Decree is replaced by the following:

"9.08 General annual wage increases for 1990, 1991 and 1992:

Employers shall grant their employees paid on an hourly, weekly, piece-work or any other incentive basis, the following general statutory increases:

1° for employees engaged in the manufacture of men's and boys' clothing:

- (a) as of 6 December 1990: 9 %;
- (b) as of 2 December 1991: 4,5 %;

2° for employees engaged in the manufacture of children's clothing:

- (a) as of 7 January 1991: 9 %;
- (b) as of 6 January 1992: 4,5 %;

3° however, any general increase paid by an employer:

- (a) after 4 December 1989, is considered as partial or full payment of the increase mentioned in subsection a of paragraph 1;
- (b) after 3 January 1990, is considered as partial or full payment of the increase mentioned in subparagraph a of paragraph 2;

4° except for minimum rates and the promotion scale of apprentices, a collective agreement which has taken effect between 1 May 1989 and 4 December 1989, continues being into force until the date of its expiry, even if it contains neither one of the increases provided for in subparagraphs a and b of paragraph 1. This paragraph applies despite sections 9.09 and 9.11."

17. Section 16.02 of the Decree is replaced by the following:

"**16.02** The following days are general holidays with pay: New Year's Day, 2 January, Good Friday, Dollard's Day or the Queen's Birthday, 1 July, Labour Day, Thanksgiving Day and Christmas Day.

Easter Monday is a holiday with pay for employees engaged in the manufacture of men's and boys' clothing.

As of 1 January 1991, Easter Monday is a holiday with pay for employees engaged in the manufacture of children's clothing."

18. Section 16.13 of the Decree is replaced by the following:

"**16.13 Year-end holiday:** On 24 December, if an employee engaged in the manufacture of men's and boys' clothing or of

jeans clothing has completed one year of continuous service, he is entitled to the year-end holiday.”

19. Section 16.15 of the Decree is amended by replacing the second paragraph by the following:

“The employer manufacturing jeans clothing shall pay his employees entitled to the year-end holiday a premium of 1 % of their total gross earnings during the 12 months period ending on the pay period nearest to 30 November preceding the holiday. As of December 1992, the 1 % is increased to 2 %.”

20. Section 16.16 of the Decree is amended by abrogating the second paragraph.

21. Section 17.03 of the Decree is amended by replacing the fourth paragraph by the following:

“The employee engaged in the manufacture of men’s and boys’ clothing who, on 1 June of each year, has completed 3 years of continuous service with the same employer is entitled to a third week of vacation.”

22. Section 17.07 of the Decree is amended by replacing paragraphs 2 and 3 by the following:

“(2) The compensation pay provided for in subsection 1 is equal to 6 % for the employee engaged in the manufacture of men’s and boys’ clothing who has completed 3 years of continuous service, provided that he has not been dismissed for just cause or that he has given his employer a prior notice of his departure, of at least 5 working days.

(3) Except if the employee has been dismissed for just cause or if he has quit his work without giving his employer a prior notice of at least 5 working days, the employee engaged in the manufacture of men’s and boys’ clothing receives upon termination of his employment, an additional compensation equal to 2 % of his total gross earnings during the current calendar year provided that, on the preceding 24 December, he had completed one year of continuous service.”

23. Section 21.01 of the Decree is replaced by the following:

“**21.01** The Decree remains in force until 30 November 1992. It is then automatically renewed from year to year thereafter, unless the group representing the employers or the union opposes or through a written notice sent to the Minister of Labour and to the other group during the month of October of 1992 or during the month of October of any subsequent year.”

24. This Decree comes into force on the fifteenth day which follows the date of its publication in the *Gazette officielle du Québec*.

4586

Gouvernement du Québec

O.C. 1577-90, 7 November 1990

An Act respecting collective agreement decrees
(R.S.Q., c. D-2)

Installation of petroleum equipment — Amendments

CONCERNING the Decree amending the Decree respecting the installation of petroleum equipment

WHEREAS, in accordance with section 8 of the Act respecting collective agreement decrees (R.S.Q., c. D-2), the government may amend a decree upon the recommendation of the Minister of Labour;

WHEREAS the contracting parties to the collective labour agreement rendered obligatory by the Decree respecting the installation of petroleum equipment (R.R.Q., 1981, c. D-2, r. 33), amended by Orders in Council 366-82 of 17 February 1982 (Suppl., p. 437), 1436-82 of 9 June 1982 (Suppl., p. 439), 2178-83 of 19 October 1983, 1258-84 of 30 May 1984, 767-85 of 17 April 1985, 1636-88 of 26 October 1988 and 553-89 of 12 April 1989, have petitioned the Minister of Labour to submit to the government for consideration and decision the following amendments to this Decree;

WHEREAS, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), the text of the amending Decree attached hereto was published in Part 2 of the *Gazette officielle du Québec* of 11 April 1990, with a notice stating that it may be adopted by the government at the expiry of a 45-day time limit from this publication;

WHEREAS no objection was expressed against the approval of the amending Decree attached to this Decree;

WHEREAS there is reason to approve this petition without amendments and to adopt for this purpose the attached Decree;

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

THAT the Decree amending the Decree respecting the installation of petroleum equipment, attached hereto, be adopted.

BENOÎT MORIN,

Clerk of the Conseil exécutif

Decree amending the Decree respecting the installation of petroleum equipment

An Act respecting collective agreement decrees
(R.S.Q., c. D-2, s. 8)

1. The Decree respecting the installation of petroleum equipment (R.R.Q., 1981, c. D-2, r. 33), amended by Orders in Council 366-82 of 17 February 1982 (Suppl., p. 437), 1436-82 of 9 June 1982 (Suppl., p. 439), 2178-83 of 19 October 1983, 1258-84 of 30 May 1984, 767-85 of 17 April 1985, 1636-88 of 26 October 1988 and 553-89 of 12 April 1989, is further amended in section 1.01, by adding, after subsection *k*, the following:

“(1) “labourer”: employee who performs duties which are not mentioned in this section.”

2. Section 3.10 of the Decree is replaced by the following:

“**3.10 Shift premium:** The employee who is assigned to the second or third shift is paid an hourly premium of 0,30 \$.”

3. Sections 4.02 and 4.03 of the Decree are replaced by the following:

“**4.02** The first 5 overtime hours worked over and above the workday and those worked on Saturday shall be paid time and a half.

4.03 Overtime hours worked on Sunday, on holidays and those worked over and above the hours mentioned in section 4.02 shall be paid double time.”

4. The Decree is amended by adding, after section 5.06, the following:

“**5.07** The employee who is subjected to a seasonal layoff receives a compensation for the holidays occurring during this layoff. Such compensation is calculated on the basis of the number of complete months worked during the year of reference, that is

from 1 January to 31 December, divided by the total number of holidays, minus the number of days of vacation to which the employee was entitled, in accordance with section 5.03, even if they have not been paid as a result of an absence.

One complete month worked corresponds to 15 calendar days or more within such month."

5. Section 7.01 of the Decree is replaced by the following:

"7.01 When an employee uses his own vehicle, at the request of his employer, he receives a minimum compensation of 0,40 \$ per kilometre."

6. Section 9.01 of the Decree is replaced by the following:

"9.01 1° The employee receives at least the following hourly rate for each job classification provided below:

Job classifications	As of 90 12 06
(a) Service mechanic, installation mechanic (site), shop mechanic, tank-truck mechanic:	
A	17,23 \$
B	14,25
C	11,94;
(b) labourer	9,92;

2° for each 5 employees in his employ, the employer has an employee paid at the Class A rate.

For the purposes of this paragraph, the multiple of 5 is considered as being reached as soon as the number of employees reaches a number lower than 2 below the multiple of 5."

7. Sections 11.01 and 11.02 of the Decree are replaced by the following:

"11.01 The employer contributes to the fringe benefits plan managed by the Québec Parity Committee of petroleum equipment installation, the sum of 0,25 \$ for every hour paid up to 40 hours per week.

11.02 The employer deducts from the pay of each of his employees the sum of 0,25 \$ for each hour paid up to 40 hours per week."

8. Section 12.01 of the Decree is replaced by the following:

"12.01 The Decree remains in force until 31 December 1990. It is then automatically renewed from year to year thereafter, unless one of the contracting parties opposes it through a written notice sent to the Minister of Labour and to any other contracting party during the month of October of 1990 or during the month of October of any subsequent year."

9. This Decree comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.

4586

Gouvernement du Québec

O.C. 1578-90, 7 November 1990

An Act respecting collective agreement decrees (R.S.Q., c. D-2)

Building service employees

— Montréal

— Amendment

CONCERNING the Decree amending the Decree respecting building service employees in the Montréal region

WHEREAS, under section 8 of the Act respecting collective agreement decrees (R.Q.Q., c. D-2), the government may amend a decree upon the recommendation of the Minister of Labour;

WHEREAS the contracting parties to the collective labour agreement rendered obligatory by the Decree respecting building service employees in the Montréal region (R.R.Q., 1981, c. D-2, r. 39), amended by Orders in Council 275-82 of 8 February 1982 (Suppl., p. 453), 1842-82 of 12 August 1982, 867-83 of 27 April 1983, 2526-85 of 27 November 1985 and 1810-89 of 22 November 1989, have petitioned the Minister of Labour to submit to the government for consideration and decision the following amendments to the Decree;

WHEREAS, under sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), the text of the amending Decree attached hereto was published in Part 2 of the *Gazette officielle du Québec* of 21 February 1990, with a notice stating that it might be adopted by the government at the expiry of a 45-day time limit from this publication;

WHEREAS no objection was brought forward against the proposed amendments attached to this Decree;

WHEREAS there is reason to approve this petition without amendments and to adopt for this purpose the attached Decree;

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

THAT the Decree amending the Decree respecting building service employees in the Montréal region, attached hereto, be adopted.

BENOÎT MORIN,

Clerk of the Conseil exécutif

Decree amending the Decree respecting building service employees in the Montréal region

An Act respecting collective agreement decrees (R.S.Q., c. D-2, s. 8)

1. The Decree respecting building service employees in the Montréal region (R.R.Q., 1981, c. D-2, r. 39), amended by Orders in Council 275-82 of 8 February 1982 (Suppl., p. 453), 1842-82 of 12 August 1982, 867-83 of 27 April 1983, 2526-85 of 27 November 1985 and 1810-89 of 22 November 1989, is further amended by replacing Schedule 1 by the following:

"SCHEDULE 1

(Section 2.01)

ADMINISTRATIVE REGION 04 — MAURICIE — BOIS-FRANCS

Village de Annaville, village de Aston-Jonction, village de Baie-de-Shawinigan, Baie-du-Febvre, Batiscan, ville de Bécancour, Boucher, ville de Cap-de-la-Madeleine, Champlain, Charrette, village de Daveluyville, ville de Grand-Mère, Grand-Saint-Esprit, village de Grandes-Piles, Haute-Mauricie, Lac Édouard, La Bostonais, canton de Langelier, ville de La Tuque, La Visitation-de-Yamaska, Lemieux, ville de Louiseville, canton de Mad-dington, village de Maskinongé, ville de Nicolet, Nicolet-Sud, paroisse de Notre-Dame-de-Lourdes, Notre-Dame-de-Montauban, paroisse de Notre-Dame-de-Pierreville, paroisse de Notre-Dame-du-Mont-Carmel, village de Parent, village de Pierreville, Pointe-du-Lac, paroisse de Saint-Adelphe, paroisse de Saint-Alexis-des-Monts, paroisse de Saint-Barnabé, paroisse de Saint-Bonaventure, village de Saint-Boniface-de-Shawinigan, Saint-Célestin, Saint-

Édouard-de-Maskinongé, paroisse de Saint-Élie, paroisse de Saint-Elphège, paroisse de Saint-Étienne-des-Grès, village et paroisse de Saint-François-du-Lac, village de Saint-Georges, paroisse de Saint-Gérard-des-Laurentides, village et paroisse de Saint-Guillaume, paroisse de Saint-Jean-Baptiste-de-Nicolet, Saint-Jean-des-Piles, paroisse de Saint-Joachim-de-Courval, paroisse de Saint-Joseph-de-Maskinongé, paroisse de Saint-Justin, paroisse de Saint-Léon-le-Grand, Saint-Léonard, village de Saint-Léonard-d'Aston, paroisse de Saint-Louis-de-France, paroisse de Saint-Luc, paroisse de Saint-Mathieu, paroisse de Saint-Maurice, paroisse de Saint-Narcisse, Saint-Paulin, paroisse de Saint-Pie-de-Guire, paroisse de Saint-Prosper, paroisse de Saint-Raphaël (Partie Sud), paroisse de Saint-Rémi-de-Tingwick, paroisse de Saint-Roch-de-Mékinac, paroisse de Saint-Samuel, paroisse de Saint-Sévère, paroisse de Saint-Séverin, Saint-Stanislas, Saint-Sylvestre, paroisse de Saint-Thomas-de-Pierreville, ville et paroisse de Saint-Tite, Saint-Wenceslas, village de Saint-Wenceslas, paroisse de Saint-Zéphirin-de-Courval, Sainte-Angèle-de-Prémont, Sainte-Anne-de-la-Pérade, paroisse de Sainte-Brigitte-des-Saults, Sainte-Eulalie, paroisse de Sainte-Geneviève-de-Batiscan, Sainte-Julie, Sainte-Marthe-du-Cap-de-la-Madeleine, village et paroisse de Sainte-Monique, paroisse de Sainte-Perpétue, Sainte-Sophie, Sainte-Thècle, paroisse de Sainte-Ursule, ville de Shawinigan, ville de Shawinigan-Sud, ville de Trois-Rivières, ville de Trois-Rivières-Ouest, Yamachiche.

ADMINISTRATIVE REGION 05 — ESTRIE

Austin, Bolton-Est, Bonsecours, village de Eastman, village de Lawrenceville, Maricourt, canton de Potton, Racine, Saint-Benoît-du-Lac, Saint-Étienne-de-Bolton, Saint-Sébastien, Sainte-Anne-de-Larochelle, village de Stukely-Sud, Stukely-Sud, ville et canton de Valcourt.

ADMINISTRATIVE REGION 06 — MONTRÉAL-CENTRE

Communauté urbaine de Montréal

Ville de Anjou, ville de Baie-d'Urfé, ville de Beaconsfield, canton de Côte-Saint-Luc, ville de Dollard-des-Ormeaux, canton de Dorval, ville de Hampstead, ville de l'Île-Bizard, ville de l'Île-Dorval, ville de Kirkland, ville de Lachine, ville de LaSalle, ville de Montréal, ville de Montréal-Est, ville de Montréal-Nord, ville de Montréal-Ouest, ville de Mont-Royal, ville de Outremont, ville de Pierrefonds, ville de Pointe-Claire, ville de Roxboro, ville de Saint-Laurent, ville de Saint-Léonard, ville de Saint-Pierre, ville de Sainte-Anne-de-Bellevue, ville de Sainte-Geneviève, village de Senneville, ville de Verdun, ville de Westmount.

ADMINISTRATIVE REGION 07 — OUTAOUAIS

Cantons unis de Alayn-et-Cadwood, canton de Aumont, ville de d'Aylmer, Blue Sea, Bois-Franc, Bouchette, Bowman, canton de Bristol, village de Bryson, ville de Buckingham, village de Campbell's-Bay, Cantley, Cayamant, village de Chapeau, village de Chénéville, canton de Chichester, canton de Clarendon, Deléage, canton de Denholm, Duhamel, Égan-Sud, Fassett, village de Fort-Coulonge, ville de Gatineau, village de Gracefield, canton de Grand-Calumet, canton de Grand-Remous, ville de Hull, canton de Hull (Partie Ouest), L'Ange-Gardien, canton de l'Isle-aux-Allumettes (Partie Est), canton de l'Isle-aux-Allumettes, Kazabazua, Lac-des-Plages, Lac-Simon, Lac-Sainte-Marie, La Pêche, canton unis de Leslie-Clapham-et-Huddersfield, canton de Litchfield, canton de Lochaber, canton de Lochaber (Partie Ouest), canton de Low, canton de Lytton, ville de Maniwaki, cantons unis de Mansfield-et-Pontefract, ville de Masson, Mayo, Messines, Montcerf, village de Montebello, Montpellier, cantons

unis de Mulgrave-et-Derry, Namur, Northfield, paroisse de Notre-Dame-de-Bon-Secours (Partie Nord), paroisse de Notre-Dame-de-la-Paix, Notre-Dame-de-la-Salette, village de Papineauville, Plaisance, canton de Ponsonby, Pontiac, village de Portage-du-Fort, Rapides-des-Joachims, village et canton de Ripon, village et paroisse de Saint-André-Avellin, Saint-Sixte, paroisse de Sainte-Angélique, Sainte-Thérèse-de-la-Gatineau, village de Shawville, cantons unis de Sheen-Ester-Aberdeen-et-Malakoff, cantons unis de Suffolk-et-Addington, canton de Thorne, ville de Thurso, Val-des-Bois, Val-des-Monts, Vinoy, cantons unis de Waltham-et-Bryson, canton de Wright.

ADMINISTRATIVE REGION 13 — LAVAL

Ville de Laval.

ADMINISTRATIVE REGION 14 - LANAUDIÈRE

Ville de Berthierville, ville de Charlemagne, canton de Chertsey, village de Crabtree, ville de Joliette, ville et paroisse de L'Assomption, ville et paroisse de L'Épiphanie, La-Visitation-de-l'Île-Dupas, paroisse de Lac-Paré, ville de Lachenaie, Lanoraie-d'Autray, paroisse de La Plaine, ville des Laurentides, village de Lavaltrie, ville de Le Gardeur, ville de Mascouche, Notre-Dame-de-la-Merci, paroisse de Notre-Dame-de-Lourdes, paroisse de Notre-Dame-des-Prairies, ville et canton de Rawdon, ville de Repentigny, paroisse de Sacré-Coeur-de-Jésus, village et paroisse de Saint-Alexis, paroisse de Saint-Alphonse-de-Rodriguez, paroisse de Saint-Ambroise-de-Kildare, paroisse de Saint-Antoine-de-Lavaltrie, paroisse Saint-Barthélemy, Saint-Calixte, Saint-Charles-Borromée, Saint-Charles-de-Mandeville, paroisse de Saint-Cléophas, paroisse de Saint-Côme, paroisse de Saint-Cuthbert, paroisse de Saint-Damien, paroisse de Saint-Didace, Saint-Donat, paroisse de Saint-Esprit, village et paroisse de Saint-Félix-de-Valois, ville de Saint-Gabriel, paroisse de Saint-Gabriel-de-Brandon, paroisse de Saint-Gérard-Majella, paroisse de Saint-Ignace-de-Loyola, village et paroisse de Saint-Jacques, paroisse de Saint-Jean-de-Matha, paroisse de Saint-Joseph-de-Lanoraie, paroisse de Saint-Liguori, paroisse de Saint-Lin, Saint-Michel-des-Saints, paroisse de Saint-Norbert, Saint-Paul, village de Saint-Pierre, paroisse de Saint-Roch-de-l'Échigan, Saint-Roch-Ouest, paroisse de Saint-Sulpice, paroisse de Saint-Thomas, paroisse de Saint-Viateur, paroisse de Saint-Zénon, paroisse de Sainte-Béatrix, paroisse de Sainte-Élisabeth, paroisse de Sainte-Émélie-de-l'Énergie, paroisse de Sainte-Geneviève-de-Berthier, paroisse de Sainte-Julienne, Sainte-Marcelline-de-Kildare, paroisse de Sainte-Marie-Salomé, paroisse de Sainte-Mélanie, ville de Terrebonne.

ADMINISTRATIVE REGION 15 — LAURENTIDES

Canton de Amherst, canton de Arundel, ville de Barkmere, Beaux-Rivages, paroisse de Bellefeuille, ville de Blainville, ville de Bois-des-Filons, ville de Boisbriand, paroisse de Brébeuf, village de Brownsburg, village de Calumet, village de Carillon, canton de Chatham, Chute-Saint-Philippe, Des-Ruisseaux, ville de Deux-Montagnes, Entrelacs, ville de l'Estérel, village et paroisse de Ferme-Neuve, canton de Gore, ville, village et canton de Grenville, canton de Harrington, Huberdeau, Ivry-sur-le-Lac, canton de Kiamika, village de l'Annonciation, paroisse de l'Ascension, La Conception, La Macaza, canton de La Minerve, Labelle, village du Lac-Carré, village du Lac-des-Écorces, Lac-des-Seize-Îles, Lac-du-Cerf, Lac-Nominique, village de Lac-Saguay, Lac-Saint-Paul, Lac-Supérieur, Lac-Tremblant-Nord, ville de Lachute, village de Lafontaine, Lantier, ville de Lorraine, canton de Marchand, Mille-Isles, Mirabel, canton de Montcalm, ville de Mont-Laurier, village de Mont-Rolland, Mont-Saint-Michel, Mont-Tremblant, Morin-Heights, village de New-Glasgow, Notre-

Dame-de-Pontmain, Notre-Dame-du-Laus, Oka, paroisse de Oka, Piedmont, village de Pointe-Calumet, Prévost, ville de Rosemère, Saint-Adolphe-d'Howard, Saint-Aimé-du-Lac-des-Îles, paroisse de Saint-André d'Argenteuil, village de Saint-André-Est, ville de Saint-Antoine, paroisse de Saint-Colomban, ville de Saint-Eustache, Saint-Faustin, paroisse de Saint-Hippolyte, ville de Saint-Jérôme, paroisse de Saint-Joseph-du-Lac, ville et paroisse de Saint-Jovite, village et paroisse de Saint-Placide, paroisse de Saint-Sauveur, village de Saint-Sauveur-des-Monts, ville de Sainte-Adèle, paroisse de Sainte-Agathe, ville de Sainte-Agathe-des-Monts, village de Sainte-Agathe-Sud, paroisse de Sainte-Anne-des-Lacs, Sainte-Anne-du-Lac, ville de Sainte-Anne-des-Plaines, Sainte-Lucie-des-Laurentides, paroisse de Sainte-Marguerite-du-Lac-Masson, ville de Sainte-Marthe-sur-le-Lac, Sainte-Sophie, ville de Sainte-Thérèse, village de Sainte-Véronique, village de Val-Barrette, village de Val-David, Val-des-Lacs, Val-Morin, canton de Wentworth, Wentworth-Nord.

ADMINISTRATIVE REGION 16 — MONTÉRÉGIE

Village d'Abercorn, ville d'Acton-Vale, village de l'Ange-Gardien, ville de Beauharnois, canton et ville de Bedford, ville de Beloeil, Béthanie, Bolton-Ouest, ville de Boucherville, Brigham, village de Brome, ville de Bromont, ville de Brossard, paroisse de Calixa-Lavallée, ville de Candiac, ville de Carignan, ville de Chambly, ville de Châteauguay, Contrecoeur, Coteau-du-Lac, village de Coteau-Landing, village de Coteau-Station, ville de Cowansville, ville de Delson, ville de Dorion, canton de Dundee, ville de Dunham, village de East-Farnham, canton de Elgin, ville de Farnham, Frelighsburg, Franklin, canton de Godmanchester, canton et ville de Granby, Grande-Île, ville de Greenfield-Park, canton de Havelock, village et canton de Hemmingford, village de Henryville, Henryville, canton de Hinchinbrook, village de Howick, ville de Hudson, ville de Huntingdon, ville de Iberville, L'Acadie, village de Lacolle, ville de La Prairie, paroisse de La Présentation, ville du Lac-Brome, ville de Lemoyne, ville de Léry, Les Cèdres, ville de L'Île-Cadioux, ville de L'Île-Perrot, ville de Longueuil, ville de Marieville, ville de Maple-Grove, village de McMasterville, village de Massueville, village de Melocheville, ville de Mercier, village de Mont-Saint-Grégoire, ville de Mont-Saint-Hilaire, village de Napierville, paroisse de Notre-Dame-de-Bon-Secours, paroisse de Notre-Dame-de-l'Île-Perrot, paroisse de Notre-Dame-de-Stanbridge, paroisse de Notre-Dame-de-Saint-Hyacinthe, paroisse de Notre-Dame-du-Mont-Carmel, Noyan, village de Ormstown, ville de Otterburn-Park, village de Phillipsburg, ville de Pincourt, village de Pointe-Fortune, village de Pointe-des-Cascades, Rainville, ville de Richelieu, ville de Rigaud, Rivière-Beaudette, village de Rougemont, canton de Roxton, village de Roxton-Falls, village et paroisse de Roxton-Pond, paroisse de Saint-Aimé, Saint-Alexandre, paroisse de Saint-Alphonse, Saint-Amable, paroisse de Saint-André-d'Acton, paroisse de Saint-Anicet, paroisse de Saint-Ange-Gardien, Saint-Antoine-sur-Richelieu, paroisse de Saint-Armand-Ouest, paroisse de Saint-Athanase, paroisse de Saint-Barnabé, ville de Saint-Basile-le-Grand, paroisse de Saint-Bernard-de-Lacolle, paroisse de Saint-Bernard (Partie Sud), paroisse de Saint-Blaise, ville de Saint-Bruno-de-Montarville, paroisse et ville de Saint-Césaire, paroisse de Saint-Charles, village de Saint-Charles-sur-Richelieu, village de Saint-Chrysostome, Saint-Clet, ville de Saint-Constant, paroisse de Saint-Cyprien-de-Napierville, village et paroisse de Saint-Damase, paroisse de Saint-David, village et paroisse de Saint-Denis, Saint-Dominique, paroisse de Saint-Édouard, paroisse de Saint-Éphrem-d'Upton, Saint-Étienne-de-Beauharnois, Saint-Georges-de-Clarenceville, paroisse de Saint-Gérard-Magella, paroisse de Saint-Grégoire-le-Grand, ville de Saint-

Hubert, Saint-Hugues, ville de Saint-Hyacinthe, paroisse de Saint-Hyacinthe-le-Confesseur, paroisse de Saint-Ignace-de-Stanbridge, paroisse de Saint-Isidore, paroisse de Saint-Jacques-le-Mineur, paroisse de Saint-Jean-Baptiste, paroisse de Saint-Jean-Chrysostome, ville de Saint-Jean-sur-Richelieu, paroisse de Saint-Joachim-Shefford, ville de Saint-Joseph-de-Sorel, paroisse de Saint-Jude, ville de Saint-Lambert, paroisse de Saint-Lazare, village et paroisse de Saint-Liboire, paroisse de Saint-Louis, paroisse de Saint-Louis-de-Gonzague, ville de Saint-Luc, paroisse de Saint-Malachie-d'Ormstown, Saint-Marcel-de-Richelieu, paroisse de Saint-Marc-sur-Richelieu, paroisse de Saint-Mathias-sur-Richelieu, Saint-Mathieu, paroisse de Saint-Mathieu-de-Beloeil, paroisse de Saint-Michel, paroisse de Saint-Michel-de-Rougemont, paroisse de Saint-Michel-d'Yamaska, paroisse de Saint-Nazaire-d'Acton, ville et paroisse de Saint-Ours, paroisse de Saint-Patrice-d'Acton, paroisse de Saint-Paul-d'Abbotsford, Saint-Paul-de-Châteauguay, paroisse de Saint-Paul-de-l'Île-aux-Noix, paroisse de Saint-Philippe, village et paroisse de Saint-Pie, paroisse de Saint-Pierre-de-Sorel, Saint-Pierre-de-Véronne-à-Pike-River, Saint-Polycarpe, ville de Saint-Rémi, paroisse de Saint-Robert, paroisse de Saint-Roch-de-Richelieu, paroisse de Saint-Sébastien, paroisse de Saint-Simon, paroisse de Saint-Stanislas-de-Kostka, paroisse de Saint-Télesphore, paroisse de Saint-Théodore-d'Acton, paroisse de Saint-Thomas-d'Aquin, Saint-Timothée, paroisse de Saint-Urbain-Premier, paroisse de Saint-Valentin, canton de Saint-Valérien-de-Milton, village de Saint-Zotique, paroisse de Sainte-Angèle-de-Monnoir, paroisse de Sainte-Anne-de-Sabrevois, paroisse de Sainte-Anne-de-Sorel, paroisse de Sainte-Barbe, Sainte-Brigide-d'Iberville, ville de Sainte-Catherine, canton de Sainte-Cécile-de-Milton, paroisse de Sainte-Christine, paroisse de Sainte-Clotilde-de-Châteauguay, Sainte-Hélène-de-Bagot, ville de Sainte-Julie, paroisse de Sainte-Justine-de-Newton, village de Sainte-Madeleine, paroisse de Sainte-Madeleine-de-Rigaud, paroisse de Sainte-Marie-Madeleine, paroisse de Sainte-Marie-de-Monnoir, Sainte-Marthe, paroisse de Sainte-Martine, village et paroisse de Sainte-Rosalie, paroisse de Sainte-Sabine, paroisse de Sainte-Victoire-de-Sorel, ville de Salaberry-de-Valleyfield, canton de Shefford, ville de Sorel, canton de Stanbridge, Stanbridge-Station, canton et ville de Sutton, Terrasse-Vaudreuil, ville de Tracy, paroisse de Très-Saint-Rédempteur, paroisse de Très-Saint-Sacrement, village de Upton, ville de Varennes, ville de Vaudreuil, village de Vaudreuil-sur-le-Lac, Venise-en-Québec, Verchères, village de Warden, ville de Waterloo, village de Yamaska, village de Yamaska-Est."

2. This Decree comes into force on the sixtieth day which follows the date of its publication on the *Gazette officielle du Québec*.

4586

Draft Regulations

Draft Regulation

Savings and Credit Unions Act
(1988, c. 64)

Capital base of savings and credit union federations and credit unions not affiliated with a federation

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1) that the Regulation respecting the capital base of savings and credit union federations and credit unions not affiliated with a federation, the text of which appears below, may be made by the Government, upon the expiry of 45 days following this publication.

Any interested person having comments to make is asked to send them in writing, before the expiry of the 45-day period, to the Inspector General of Financial Institutions, 800, place d'Youville, 9^e étage, Québec (Québec), G1R 4Y5.

LOUISE ROBIC,
Minister for Finance

Regulation respecting the capital base of savings and credit union federations and credit unions not affiliated with a federation

Savings and Credit Unions Act
(1988, c. 64, s. 516, pars. 4 and 5)

1. The assets which, in addition to those provided in section 390 of the Savings and Credit Unions Act (1988, c. 64), must be added for the purposes of computing the capital base of a federation are as follows:

- (1) deferred income taxes payable;
 - (2) 80 % of undistributed surplus earnings before taxes and before extraordinary items.
2. The aggregate of the assets constituting the capital base of a federation is adjusted by deducting the following assets:
- (1) good-will and other intangible assets;
 - (2) recoverable deferred income taxes;
 - (3) the surplus of the aggregate book value of shares, bonds, debentures or other evidences of indebtedness over their aggregate market value excluding bonds, debentures or other evidences of indebtedness issued or guaranteed by the Government of Canada or of a Canadian province, by a municipal corporation in Canada or a school board in Québec and securities the payment of whose principal and interest is guaranteed by the assignment of a grant from the Government of Québec;
 - (4) the surplus of the aggregate book value of immovable property held over the total fair market value;
 - (5) the book value of investments in securities issued by the confederation with which it is affiliated as consideration for securities that the confederation holds in holding companies incorporated for the purpose of acquiring shares directly or indirectly of banks or legal persons whose principal activities consist in carrying on fiduciary business, the business of an insurer, mutual funds, securities broker or adviser or a savings company;
 - (6) the book value of investments in any debt security issued by holding companies mentioned in paragraph 5, by holding

companies controlled by them and that are incorporated for the same purposes, as well as by their respective subsidiaries whose principal activities are also those mentioned in paragraph 5, with the exception in respect of those activities, of certificates of deposit issued by them;

(7) the book value of the permanent and preferred shares issued by a credit union affiliated with the federation, held by a legal person forming part of the same group as the federation or by the Caisse centrale Desjardins.

3. In computing the capital base of a federation, the assets mentioned in sections 1 and 2 must be taken into account by applying them equally to the federation and to each of its affiliated credit unions.

4. In the case of a credit union not affiliated with a federation, the assets to be either added or deducted, for the purpose of computing its capital base are, in addition to those provided in section 228 of the Act, those listed in sections 1 and 2, with the exception of paragraphs 5 to 7 of section 2.

5. The assets which, in addition to those provided in section 391 of the Act, must be included in the liabilities of a federation are as follows:

- (1) securities, letters of guarantee and indemnity bonds;
- (2) evidences of indebtedness sold with recourse in warranty to another federation, a credit union of another federation, the Caisse centrale Desjardins or any other person.

For the application of the first paragraph, the assets mentioned therein must be taken into account by applying them equally to the federation and to each of its affiliated credit unions.

6. For a credit union not affiliated with a federation, the assets that constitute a liability include, in addition to those provided in section 229 of the Act, those listed in subparagraph 1 of section 5.

7. This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.
4584

Draft Regulation

Professional Code
(R.S.Q., c. C-26, a. 88)

Bar

— Procedure for conciliation and arbitration of accounts

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the "Regulation respecting the procedure for conciliation and arbitration of accounts of advocates", made by the General Council of the Barreau du Québec, the text of which appears below, may be submitted for approval by the Government upon the expiry of 45 days following this publication.

Any person having comments to make is asked to transmit them, before the expiry of the 45-day period, to the Chairman of the Office des professions du Québec, complexe de la place Jacques-Cartier, 320, rue Saint-Joseph Est, 1^{er} étage, Québec (Québec), G1K 8G5. These comments will be forwarded by the Office to the Minister responsible for the administration of legislation concerning the professions; they may also be forwarded to the professional corporation that made the Regulation as well as to the persons, departments and agencies concerned.

THOMAS J. MULCAIR,
Chairman of the Office
des professions du Québec

Regulation respecting the procedure for conciliation and arbitration of accounts of advocates

Professional Code
(R.S.Q., c. C-26, s. 88)

DIVISION I CONCILIATION

1. A client who has a dispute with an advocate over the amount of an unpaid account for professional services which is not the object of a legal action may apply for conciliation by the syndic.

2. A client who has already paid all or part of the account of an advocate may apply for conciliation within forty five (45) days of the receipt of the account.

When the account has been paid out of moneys held by the advocate or received by the advocate on behalf of or in the name of the client, the delay for applying for conciliation begins when the latter is informed of such payment.

3. The advocate may not institute an action for the recovery of his professional services from the time the syndic informs him of an application for conciliation with respect to his statement of fees until the expiry of the period provided for filing a submission to arbitration, or if there is submission to arbitration, until the Arbitration Committee has rendered its decision.

Nevertheless, the syndic may permit an action when there is reason to fear that without same, the recovery of the debt would be jeopardized.

4. The syndic proceeds to conciliation in the manner he deems most appropriate.

5. If there is no agreement, the syndic shall send the conciliation report to each party.

In his report, the syndic shall indicate, if applicable:

- a) the amount that the client acknowledges owing;
- b) the reason this Regulation does not apply to the application for conciliation.

DIVISION II ARBITRATION

§1. Submission to arbitration

6. Where conciliation does not result in an agreement, a client may request arbitration.

7. A client whose request is susceptible of arbitration shall, within twenty days of his receipt of the conciliation report, file

with the Executive Director the signed form provided for in Schedule I with a copy of the conciliation report, and deposit the amount of money mentioned in the conciliation report which he acknowledges owing, failing which he shall forfeit the right to arbitration.

8. Upon receipt of a submission to arbitration pursuant to section 7, the Executive Director shall send a copy of the application to the advocate.

9. The submission to arbitration may only be withdrawn in writing, and the advocate shall consent to such withdrawal.

10. The advocate who acknowledges his obligation to make a reimbursement to a client must deposit the amount with the Executive Director.

11. The amount deposit by the advocate who acknowledges his obligation to reimburse is paid by the Executive Director to the party in whose favour the debt has been acknowledged.

In such a case, the arbitration is continued with respect to the balance of the amount in dispute.

§2. Formation of Arbitration

12. The Arbitration Committee is composed of three arbitrators when the disputed amount is greater than or equal to 7 000 \$ and one arbitrator when the amount is less than 7 000 \$.

In the former case, at the request of all the parties, the dispute may also be heard by a single arbitrator.

13. The Bâtonnier of Quebec shall name the Arbitration Committee. If it is composed of three arbitrators, he shall name a President and a Secretary from amongst them.

14. The Executive Director shall advise the arbitrators and the parties of the formation of the Arbitration Committee by written notice.

15. A request for recusation of an arbitrator shall only be made for one of the causes set forth in Article 234 of the Code of Civil Procedure (R.S.Q., c. C-25). It must be forwarded in writing to the Executive Director, the Arbitration Committee and to the parties or their advocates within ten (10) days following the notice prescribed in section 14, or from the day on which the cause for recusation becomes known.

The Bâtonnier of Quebec adjudicates on such request and, if appropriate, proceeds with the replacement.

§3. Hearing

16. The Secretary or the Executive Director shall give the parties or their advocate a written notice of at least ten (10) days of the date, time and place of the hearing.

17. Each party may be represented by or be assisted by an advocate.

18. The Arbitration Committee may order the parties to submit, within a given delay, a statement of their contentions along with the documents in support thereof.

19. The Arbitration Committee may render any order it considers appropriate with respect to the moneys deposited.

20. The Arbitration Committee shall diligently hear the parties, receive their evidence or record their default; it shall observe the rules of civil evidence, adopt procedures which it believes are the most appropriate and issue its award in accordance with legal principles.

21. A party who requires the recording of testimony is responsible for the cost thereof.

22. In the case of the death or inability to act of an arbitrator, the others, if they are in agreement, shall terminate the matter and their decision is valid.

Where the Arbitration Committee is composed of a single arbitrator, the latter is replaced pursuant to section 13 and the matter is reheard.

§4. Arbitration Award

23. The Arbitration Committee shall issue its award within forty-five (45) days from the completion of the hearing.

24. In the case of a three member Arbitration Committee, the award shall be determined by decision of the majority. In all cases, the award must be reasoned and be signed by the members of the Arbitration Committee who endorse it.

25. In its award, the Arbitration Committee may adjudicate the costs of the arbitration, that is, the expenses incurred by the Bar for the holding of the arbitration. Nevertheless, the total amount of the costs shall not exceed 15 % of the amount which is in dispute.

The Arbitration Committee may also, when the disputed account is maintained in whole or in part, award an indemnity pursuant to Article 1078.1 of the Civil Code of Lower Canada with effect from the date of the application for conciliation.

26. In its award, the Arbitration Committee may maintain or reduce the disputed account and may also, if appropriate, order reimbursement to a party.

27. The arbitration award is final, may not be appealed and is executory in accordance with Articles 946 to 946.6 of the Code of Civil Procedure.

The parties must comply with the arbitration award.

28. The Secretary shall file the award at the office of the Executive Director who shall forward it to the parties or their advocates and to the syndic.

The Secretary shall also send the Executive Director the complete arbitration file. True copies of all or part of such file may only be given to the parties or their advocates and to the syndic.

DIVISION III TRANSITORY PROVISIONS

29. This Regulation shall replace the Regulation presently in force (R.R.Q., 1981, c. B-1, r. 9).

30. This Regulation shall come into force on the fifteenth day which follows the date of its publication in the Gazette officielle du Québec.

SCHEDULE I SUBMISSION TO ARBITRATION OF AN ACCOUNT

I, the undersigned, (Surname) (name)

(address) (occupation)

state as follows:

1) On, Maître sent an account for professional services to

2) Check a or b:

a) I am the client requesting arbitration;

b) I am the mandatory of the client submitting to arbitration and I am duly authorized, in virtue of an authorization, to sign, in his name, these presents.

3) Check a or b and explain:

a) I refuse to pay this bill.

b) I request reimbursement to the amount of \$;

Reasons:

4) In conciliation, I acknowledge that I owe the amount of \$;

I therefore file, with this application, a certified cheque for this amount payable to the order of the Directeur général du Barreau du Québec "in trust".

5) In bind myself to comply with the procedure prescribed in the Regulation respecting the procedure for conciliation and arbitration of accounts of advocates (R.R.Q., c. B-1, r. 9) and the resulting arbitration award.

6) I renounce to the benefit of any time elapsed with respect to prescription.

Date

Signature

4587

Draft Regulation

Professional Code (R.S.Q., c. C-26)

Medical technologists

— Procedure of the professional inspection committee

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the "Regulation respecting the procedure of the professional inspection committee of medical technologists (Amendment)", made by the Bureau of the Corporation professionnelle des technologistes médicaux du Québec, the text of which appears below, may be submitted for approval by the Government upon the expiry of 45 days following this publication.

Any person having comments to make is asked to transmit them, before the expiry of the 45-day period, to the Chairman of the Office des professions du Québec, complexe de la place Jacques-Cartier, 320, rue Saint-Joseph Est, 1er étage, Québec (Québec), G1K 8G5. These comments will be forwarded by the Office to the Minister responsible for the administration of legislation concerning the professions; they may also be forwarded to the professional corporation that made the Regulation as well as to the persons, departments and agencies concerned.

THOMAS J. MULCAIR, Chairman of the Office des professions du Québec

Regulation respecting the procedure of the professional inspection committee of medical technologists (Amendment)

Professional Code
(R.S.Q., c. C-26, s. 90)

1. The Regulation respecting the procedure of the professional inspection committee of medical technologists (R.R.Q., 1981, c. C-26, r. 172) is amended by substituting the following titles for its title and the title of Division I:

"Regulation respecting the professional inspection committee of the Corporation professionnelle des technologistes médicaux du Québec

DIVISION I DEFINITION AND SCOPE"

2. In section 1.01, paragraph *c* is struck out.

3. The following is substituted for section 1.02:

"1.02 The professional inspection shall cover the records, books and registers kept by a medical technologist in the practice of his profession, and with the medicines, poisons, products, substances, apparatus and equipment relating to that practice.

It shall also cover the documents or reports in which the medical technologist collaborated in the records, books and registers kept by his colleagues at work, by his employer, including an establishment within the meaning of the Act respecting health services and social services (R.S.Q., c. S-5), or by a laboratory within the meaning of the Public Health Protection Act (R.S.Q., c. P-35), and with any sample or specimen entrusted to him for analysis."

4. In section 4.03, the words "of a medical technologist's records" are struck out.

5. In section 4.07, the words "who is" are substituted for the words "whose records are".

6. The following section is substituted for section 5.03:

"5.03 The investigator may give the medical technologist, his employer, his agent or employee notice of an order to allow him to inspect the records, books, registers and other elements mentioned in section 1.02."

7. Section 5.04 is revoked.

8. The following sections are substituted for sections 6.01 and 6.02:

6.01 Where the committee, after study of an investigator's report, has reason to believe that it is not expedient to recommend to the Bureau that any of the measures prescribed 113 of the Code be taken, it shall notify the Bureau and the medical technologist in question within 15 days following its decision.

6.02 Where the committee, after study of an investigator's report, has reason to believe that it is expedient to recommend to the Bureau that any of the measures prescribed by section 113 of the Code be taken, it shall inform the secretary of the Bureau and the medical technologists within 15 days and it must permit the medical technologist to be heard."

9. The following Schedule is substituted for Schedule A:

"SCHEDULE A

(s. 4.03)

CORPORATION PROFESSIONNELLE DES TECHNOLOGISTES MÉDICAUX DU QUÉBEC PROFESSIONAL INSPECTION COMMITTEE

Notice of verification

Notice is given that, within the framework of the program for general supervision of the practice of the profession, an investigator from our committee will inspect your records, medicines, poisons, products, substances, apparatus and equipment relating to the practice of your profession on

.....19.....at.....o'clock."

10. This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.

4587

Draft Regulation

An Act respecting labour relations, vocational training and manpower management in the construction industry
(R.S.Q., c. R-20)

Vocational training and qualification of manpower in the construction industry

— Amendments

Notice is hereby given, pursuant to sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the "Regulation amending the Regulation respecting the vocational training and qualification of manpower in the construction industry" adopted by the Commission de la construction du Québec and attached hereto, may be submitted to the Government for approval at the expiry of a 45-day time limit as of this publication.

Any interested persons may transmit their comments in writing, before the expiry of that delay, to the chairman of the Commission de la construction du Québec, 3530, rue Jean-Talon Ouest, Montréal (Québec), H3R 2G3.

ALCIDE FOURNIER,
*Chairman of the Commission
de la construction du Québec*

Regulation amending the Regulation respecting the vocational training and qualification of manpower in the construction industry

An Act respecting labour relations, vocational training and manpower management in the Construction industry
(R.S.Q., c. R-20, s. 123.1)

1. The Regulation respecting the vocational training and qualification of manpower in the construction industry (R.R.Q., 1981, c. F-5, r. 3) as amended by the regulations approved by Order in Council 799-85 of 24 April 1985 and 1236-85 of 19 June 1985, is further amended, in Schedule A, by replacing Group IX and subsection 22 by the following:

"GROUP IX

Group IX includes pipe fitter, fire protection mechanic and refrigeration mechanic.

22. Piper fitter: "Pipe fitter" means any person who performs, in any building or construction, the work of installing, renewing, altering, repairing or maintaining the systems included in the following specialties, except the piping of sewers and water mains and the connections thereof:

(1) **Specialty of plumber:** The plumber is responsible for:

(a) plumbing systems, including:

i. piping, devices, accessories and other apparatus necessary for the flow fluids in these systems;

ii. piping, devices, accessories and other apparatus used for the draining and the back air ventilation of these systems;

(b) the piping, the devices and accessories used in installations such as refineries, gasoline pumps, air vents, pipe-lines and sprinkling systems.

(2) **Specialty of the heating systems installer:** The hearing systems installer is responsible for:

(a) heating and combustion systems including their piping, devices, accessories and other apparatus necessary for the distribution of fluids or the production of motive power or heat by these systems:

(b) piping, devices and accessories utilized in installations such as oil refineries, gasoline pumps, air vents, pipe-lines and sprinklers.

The performance of the tasks described in the first paragraph include the handling related to the plying of the trade for the purpose of immediate and permanent installation.

22.1 Fire protection mechanic: "Fire protection mechanic" means any person who performs, in any building or construction, the work of installing, altering, repairing or maintaining the automatic sprinkler systems including their piping, devices, accessories and other apparatus used to prevent and fight fires.

The performance of the tasks described in the first paragraph include the handling related to the plying of the trade for the purpose of immediate and permanent installation.

22.2 Refrigeration mechanic: "The refrigeration mechanic" means any person who performs, in any building or construction, the work of installing, renewing, altering repairing or maintaining the refrigeration systems with at least ¼ h.p. capacity, including their piping, devices, accessories and other apparatus necessary for the distribution of fluids and the production of cold air by these systems.

The performance of the tasks described in the first paragraph include the handling related to the plying of the trade for the purpose of immediate and permanent installation."

2. Schedule B of this regulation is amended by replacing the part of the table concerning group IX and subsection 22, as well as the text appearing at the end of this table preceded by an asterisk, by the following:

"IX 22. Pipe fitter	4	1	2
22.1 Fire protection mechanic	4	1	1
22.2 Refrigeration mechanic	4	1	2"

TRANSITIONAL PROVISIONS

3. Until it is renewed pursuant to the Regulation respecting the issuance of competency certificates (Order in Council 673-87 of 29 April 1987):

i. the journeyman competency certificate which is valid on (insert date of coming into force of this regulation), and which

was issued pursuant to that regulation for a pipe fitter, fire protection mechanic specialty, is deemed to be a journeyman competency certificate for a fire protection mechanic:

ii. the journeyman competency certificate which is valid on (insert date of coming into force of this regulation), and which was issued pursuant to that regulation for a pipe fitter, refrigeration mechanic specialty, is deemed to be a journeyman competency certificate for a refrigeration mechanic;

iii. the journeyman competency certificate which is valid on (insert date of coming into force of this regulation), and which was issued pursuant to that regulation for a pipe fitter, without any specialty, is deemed to be a journeyman competency certificate for a pipe fitter, a fire protection mechanic and a refrigeration mechanic.

4. Upon the renewal of the competency certificates pursuant to the Regulation respecting the issuance of competency certificates, the Commission de la construction du Québec shall replace the journeyman competency certificate for a pipe fitter, fire protection mechanic specialty, by a journeyman competency certificate for a fire protection mechanic, the journeyman competency certificate for a pipe fitter, refrigeration mechanic specialty, by a journeyman competency certificate for a refrigeration mechanic and the journeyman competency certificate for a pipe fitter, without any specialty, by a journeyman competency certificate for a pipe fitter, a fire protection mechanic and a refrigeration mechanic.

5. The qualification certificate or the attestation of experience for the pipe fitter trade which was issued pursuant to the Regulation respecting the vocational training and qualification of manpower in the construction industry (R.R.Q. 1981, c. F-5, r. 3) before (insert the date of coming into force of this regulation):

i. is deemed to be a qualification certificate or, as the case may be, an attestation of experience for the trade of refrigeration mechanic, if this specialty is mentioned;

ii. is deemed to be a qualification certificate or, as the case may be, an attestation of experience for the trade of fire protection mechanic, if this specialty is mentioned;

iii. is deemed to be a qualification certificate or, as the case may be, an attestation of experience for the trades of pipe fitter, refrigeration mechanic and fire protection mechanic, if no specialty is mentioned.

6. Until the expiry date of an apprenticeship competency certificate issued pursuant to the Regulation respecting the issuance of competency certificates, the candidate who is admitted to the apprenticeship for the pipe fitter trade carries on his apprenticeship regardless of the provisions of sections 1 and 2 of this regulation.

Upon the renewal of the competency certificates pursuant to the Regulation respecting the issuance of competency certificates, the person who holds a pipe fitter apprentice competency certificate issued pursuant to that regulation before (insert date of coming into force of this regulation) shall inform the Commission of the trade in which he intends to carry on its apprenticeship, either pipe fitter, fire protection mechanic or refrigeration mechanic. The Commission shall renew the expired certificate by replacing it with an apprentice competency certificate for the trade chosen.

The hours worked by the apprentice as an apprentice pipe fitter since the beginning of his apprenticeship pursuant to the Regulation respecting the vocational training and qualification of manpower in the construction industry until the renewal of the

certificate according to the second paragraph, are deemed to have been worked in the date chosen.

The apprenticeship card and the apprenticeship booklet issued to this apprentice pursuant to the Regulation respecting the issuance of competency certificates are deemed to correspond to the trade he has chosen pursuant to the provisions of the second paragraph.

3. This Regulation shall come into force (insert the date of the fifteenth day following the date of publication of this regulation in the *Gazette officielle du Québec*).

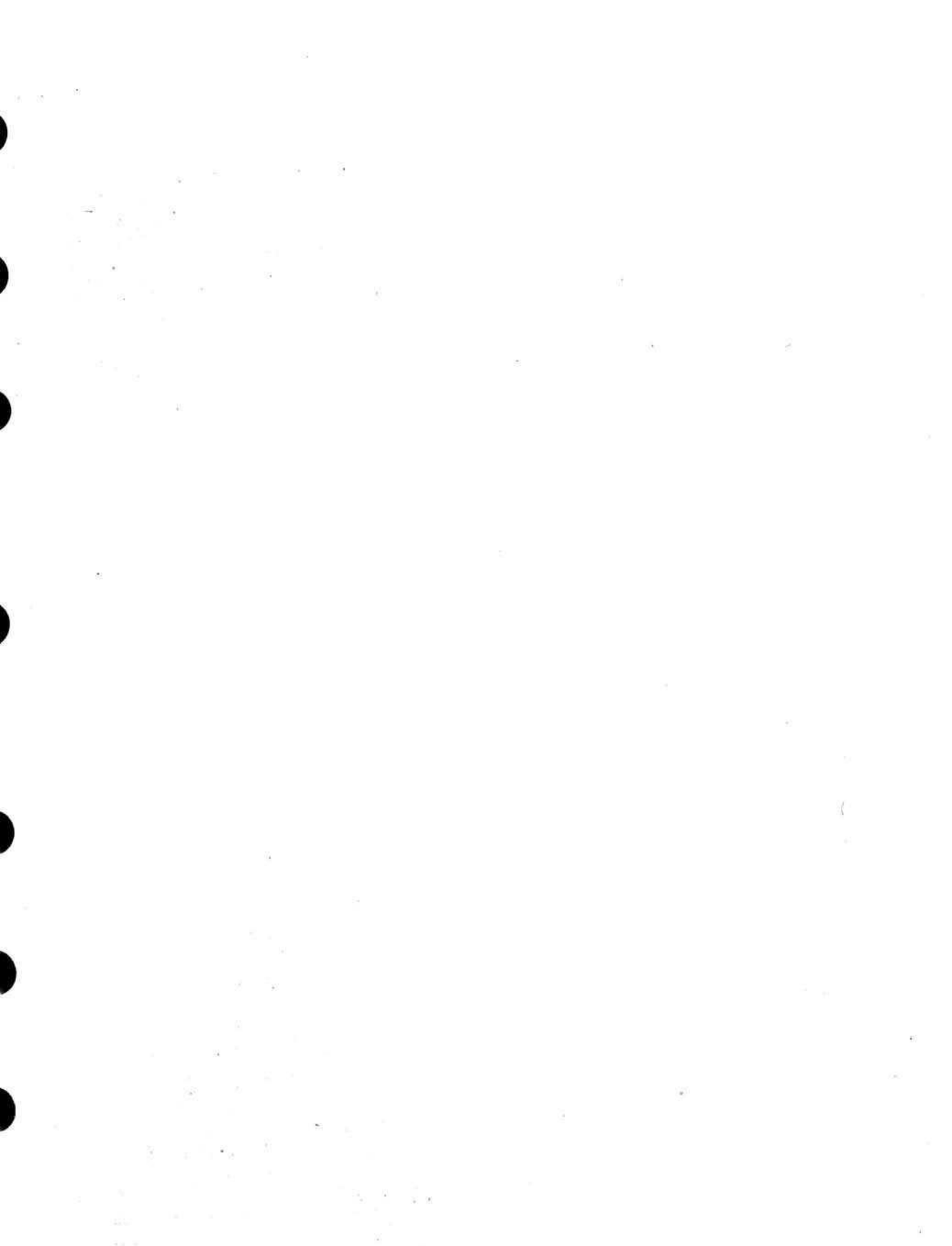
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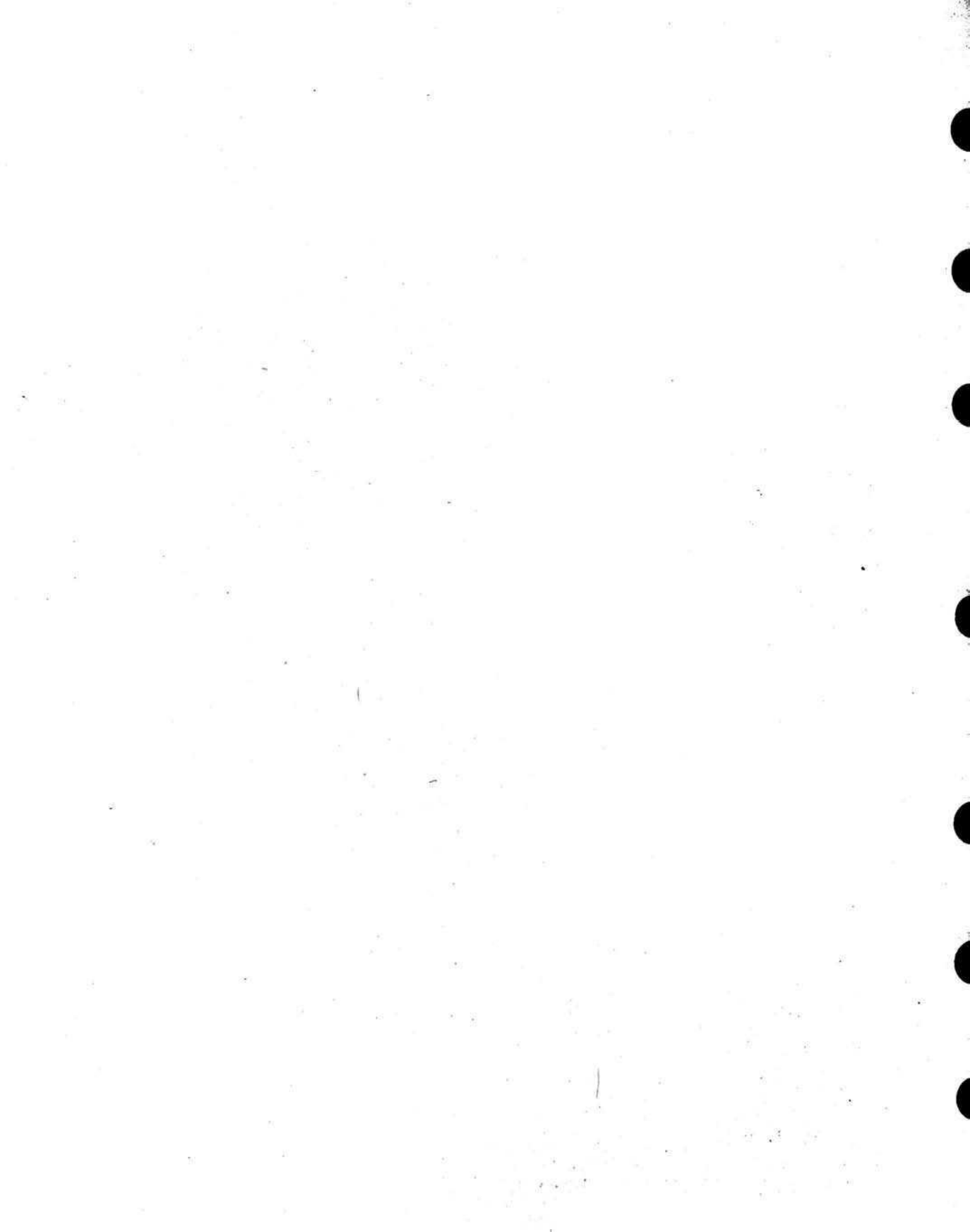
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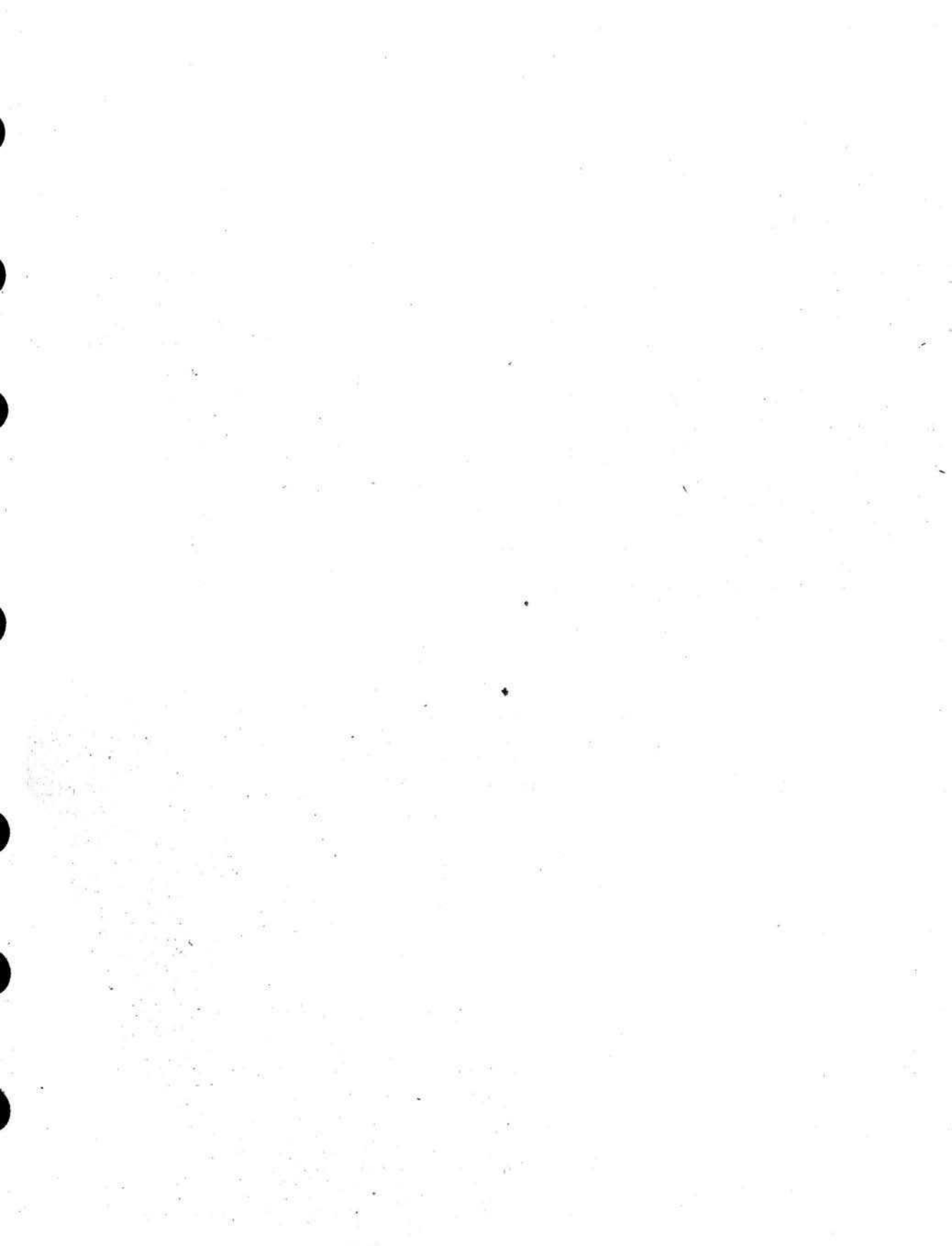
Abbreviations: A: Abrogated, N: New, M: Modified

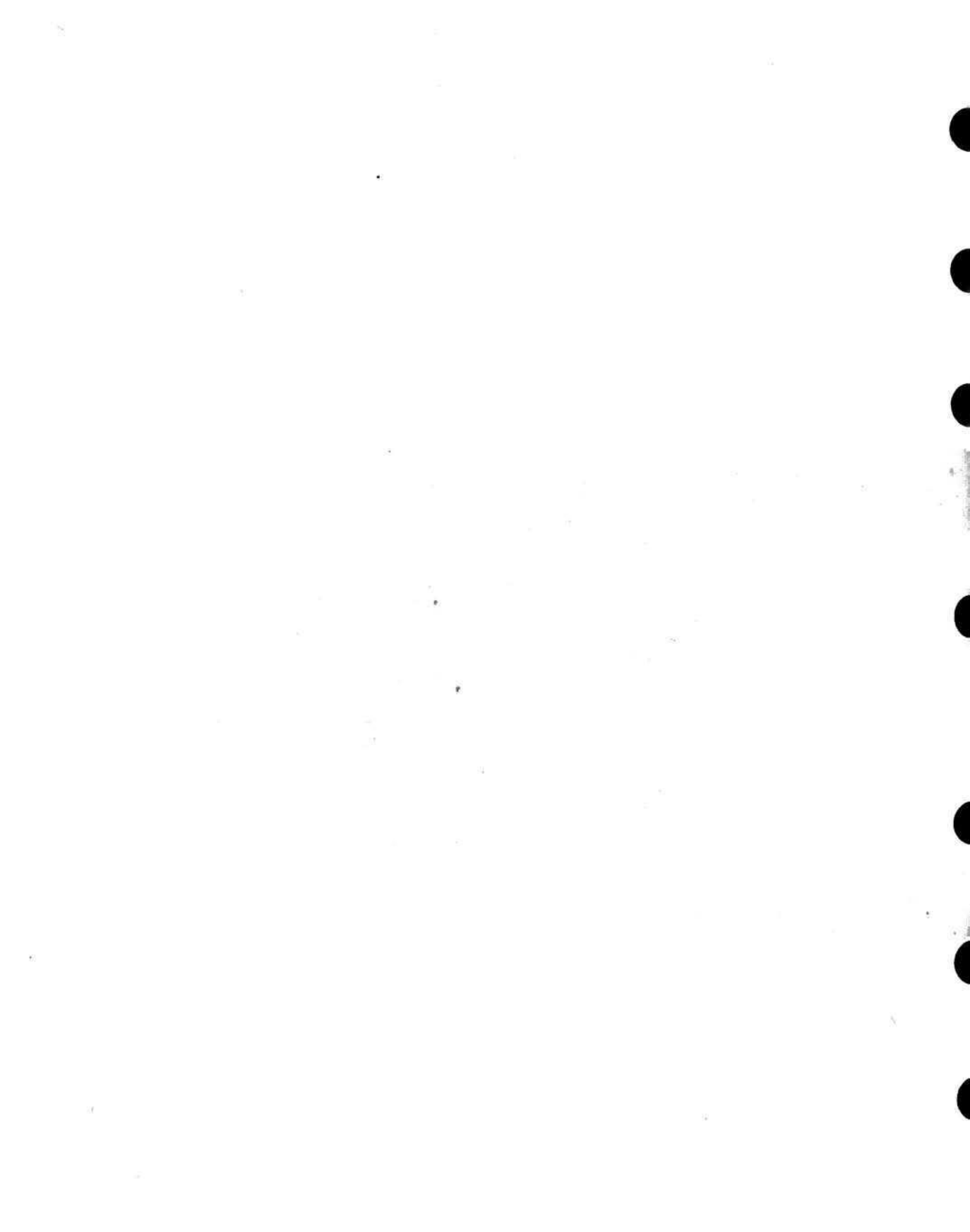
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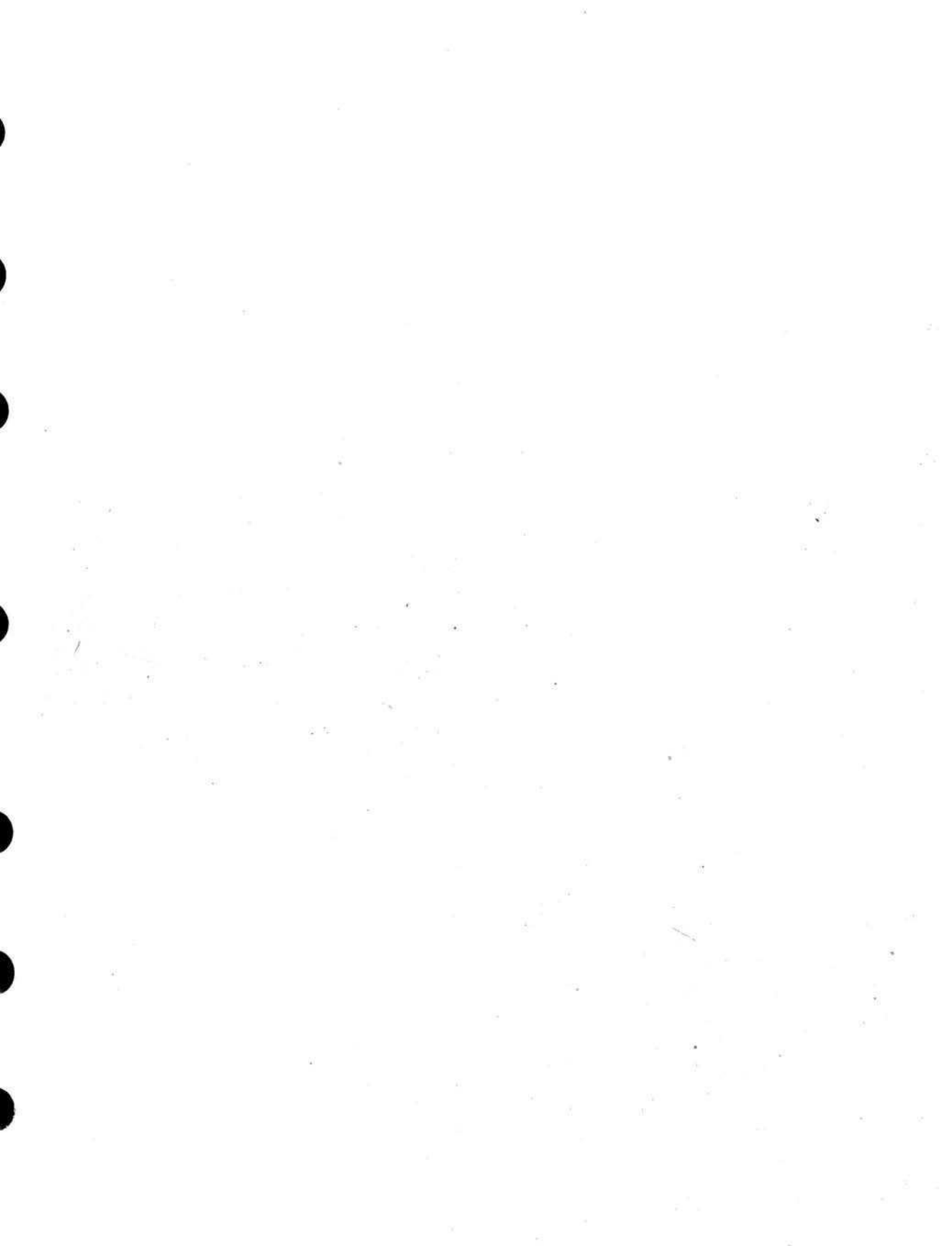
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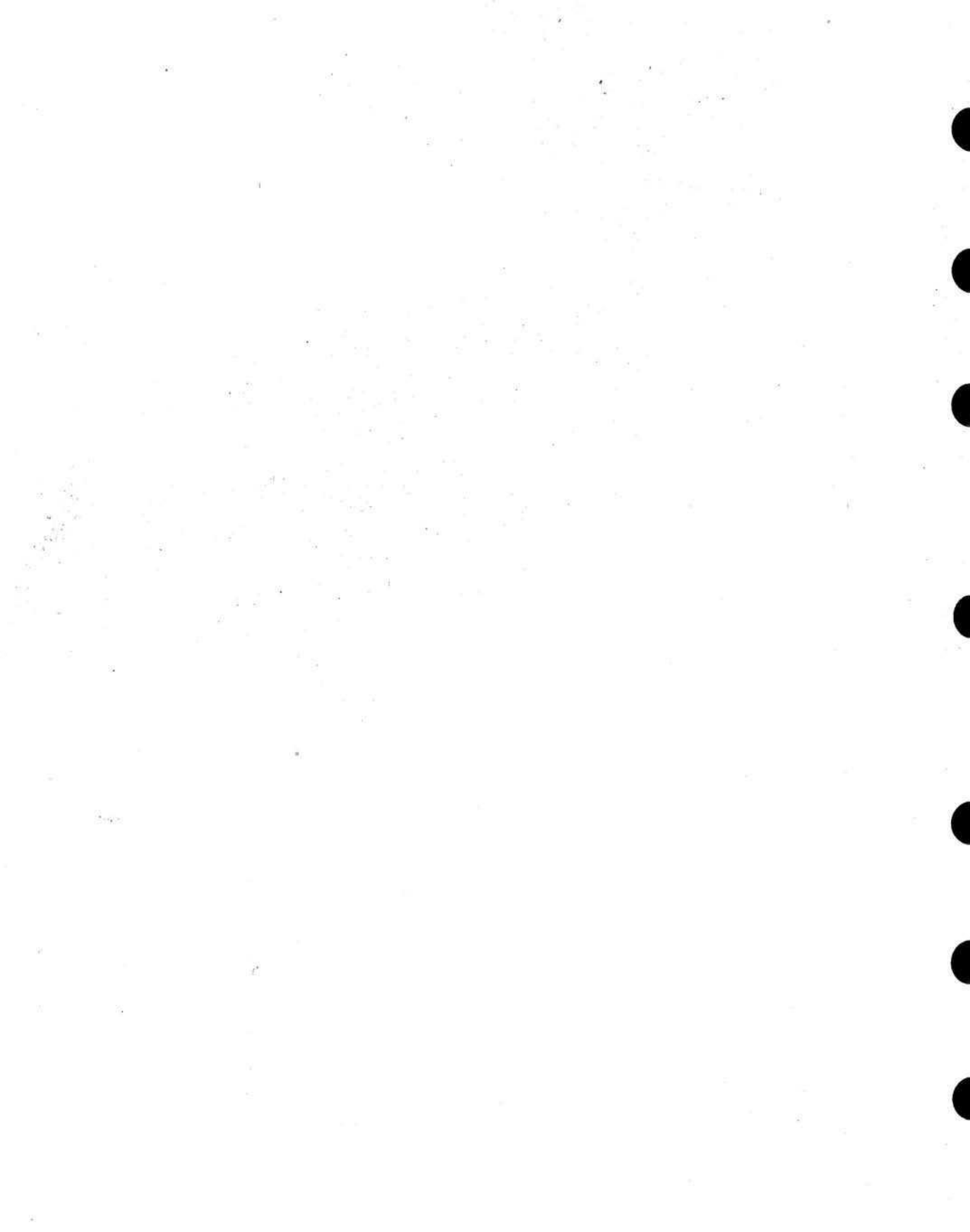














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