

Bâtir

Published for
the employers
in the construction
industry

THE BÂTIR NEWSLETTER: NOW FOUR TIMES A YEAR!

In 2017, you will receive the *Bâtir* newsletter once every season, four times a year instead of six.

This decision will help the CCQ reduce its environmental footprint, as set out in its Sustainable Development Action Plan 2015-2020. Publication will still be frequent enough to keep you informed of the news that affects you.

Remember that the *Bâtir* newsletter is always available in the “Publications” section at ccq.org. You can also stay on top of the news by checking the CCQ’s website homepage often.

SPRING
EDITION 20
17

INTERIOR FINISHING SECTOR COMPLIANCE PROBLEMS PERSIST

From November 1 to December 10, 2016, the CCQ conducted a compliance operation in the interior finishing sector. Over the past three years, CCQ inspectors have discovered infractions in 30 percent of their visits to sites in which painting, plastering (e.g. joint pointing), and drywall panel installation were being performed.

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INTERIOR FINISHING SECTOR COMPLIANCE PROBLEMS PERSIST

During the operation, this rate declined to 22 percent, an encouraging result but still twice the level observed for the construction industry overall.

“Illegal work and unfair competition are still quite common in the interior finishing sector,” notes CCQ vice-president of operations Jean-Guy Gagnon. “The improved compliance that we observed last fall confirms that the CCQ’s intervention and awareness-raising strategies are effective. We are realistic, however, and recognize that much work remains to bring this industry sector into line.”

Certain factors in the interior finishing sector facilitate regulatory avoidance. Specifically, the nature of the work is more suited to a set contract price (paid by the “linear foot,” not by the hour), the work is for short periods, and the sites involved are often not visible from outside the building.

To improve compliance in the interior finishing sector, the CCQ is counting on the cooperation of workers on these sites. Anyone noticing a non-compliant situation is encouraged to report it to the CCQ.

“To maximize the operation’s impact, we held some 20 meetings with key players in the sector, including the industry’s employer and union associations. Our discussions shed new light on certain sites, which has proved useful in planning our interventions,” Jean-Guy Gagnon says.

The CCQ is resolutely battling persistent compliance problems in the interior finishing sector through various intervention and awareness-raising strategies, to promote lasting behavioural changes. It emphasizes that the first to suffer from these types of actions are always the workers and employers who follow the rules.

OUR OPERATION BY THE NUMBERS

- 657 site visits conducted
- 22 percent of these visits discovered at least one violation
- 206 infractions discovered in total, most involving lack of a competency certificate (79), non-compliance with journeyman-apprentice ratios (56) and non-compliance with trade jurisdictions (26)

TO REPORT A NON-COMPLIANT SITUATION

On the Web:
ccq.org, “Want to make
a complaint?” section

By telephone:
Information line
1 844 736-6746



CONSTRUIRE
en santé



**Do you need help?
Or does one of your workers?**

The **Construire en santé** program offers a range of services to help you.

A team of professionals is available to you.

1 800 807-2433 24 hours a day / 7 days a week
TOLL-FREE

PERSONALIZED REFERRALS A SERVICE TAILORED TO YOUR NEEDS!



If you declare a workforce shortage but the candidates referred don't meet your needs, our personalized referral service may be the solution.

POUR EN SAVOIR PLUS
CARNET.CCQ.ORG



WHAT IS THIS SERVICE?

Personalized referrals provide you with the assistance of a specialized workforce referral officer to make direct contact with the available workers who meet your needs. Candidates will then be referred to you through the Carnet référence construction, if applicable.

IF OUR OFFICES ARE CLOSED, YOU HAVE ANOTHER OPTION!

As an employer, you can use the "Nouvelle liste" (New List) option, which provides you with a new list of candidates depending on the status of the region's labour pools. This service is available 24/7.

WHEN CAN YOU USE THE PERSONALIZED REFERRAL AND NEW LIST SERVICES?

You must wait until you have received all the lists of workers from permit holders or for 48 hours after submitting your workforce needs declaration. Then you just have to indicate why the workers on the CCQ list that you received are not suited to your needs.

But hurry: you have only seven days after declaring your workforce shortage to use these options.

PROTECTING YOUR ONLINE ACCOUNT



Online services are practical, but sound access management is essential.

Did you know that managing access to your online services is entirely up to you? Fortunately, this is easier than ever! You can now change your PIN directly online. And remember that the same applies for your secondary users' PINs. Your online account contains a lot of confidential information, so always remember to protect it.



AVAILABLE NOW

Receive your money fast!

Direct deposit is now available for the following payments:

- › Health and dental insurance claim reimbursements
- › Salary insurance benefits
- › Monthly pension deposits

Receive your money directly in your bank account.
No more waiting for the mail!

Go to **online
services**

▶ **ccq.org**

PARTICIPATION BY COMPANY OFFICERS IN SOCIAL BENEFITS PLANS

“Company officers” may be insured under the construction industry insurance plan, MÉDIC Construction, if they have previously participated in construction industry benefits plans.

Who is considered a “company officer”?

This may be:

- An employer
- or
- A partner in a partnership that is an employer
- or
- A director of a corporation that is an employer
- or
- A designated representative of a partnership or corporation that is an employer

Certain exclusions apply. For example, an independent contractor may not participate in social benefits plans, nor may any company officer who has reached 65 years of age. A company officer may also lose the right of voluntary participation if the right of participation is lost permanently.

In early May 2017, the CCQ will send out notices of insurability to company officers eligible for insurance who are registered in its file of recognized companies. This notice will indicate the amount to be paid to obtain insurance protection under basic plan A for the insurance period from July to December 2017. If there have been changes to the directors of your company in recent months, remember to notify the CCQ before the start of April to ensure that eligible directors receive a notice of insurability. To do this, you must fill out the *Update to Company Officers* form available at ccq.org, in the “Forms” section.

How can a company obtain recognition as an employer for social benefits purposes?

To be deemed an employer for a specified insurance period, the company must:

- Have paid the \$350 fee for registration with the CCQ
- Hold a Régie du bâtiment du Québec licence
- Have submitted at least five monthly reports that meet the following criteria:
 - hours were reported for at least one employee
 - these hours were worked during the period from January to December 2016

Certain conditions apply, however. For more information, contact Customer Services at 1 877 973-5383.

To participate voluntarily in the pension plan, the company officer must be eligible for the insurance plan as an employer and must be insured under plan A. Individuals who meet these criteria will receive a letter in the fall offering them the opportunity to voluntarily pay the pension plan contributions for the current year, up to 2,080 hours. Note that this maximum number of hours includes hours declared in the monthly report.

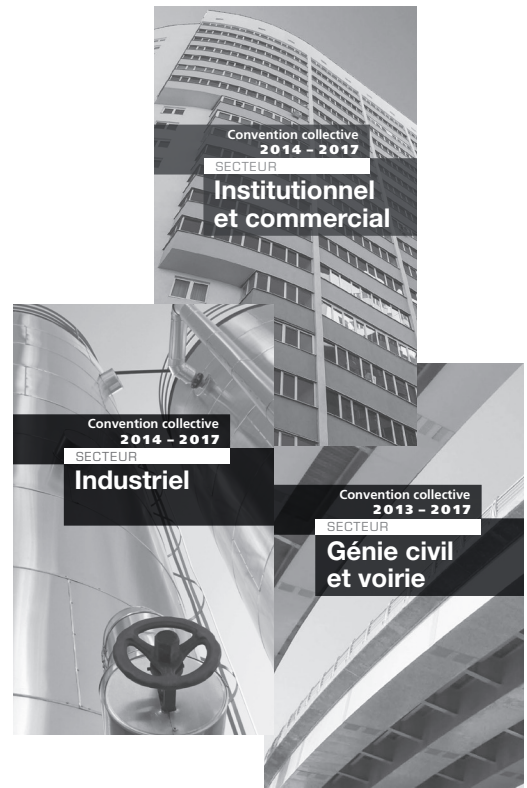
Thus, an individual who loses the right to voluntary participation in the insurance plan also loses the right to voluntary participation in the pension plan.

For more information, see the brochure *Participation by Employers in the Social Benefits Plans*, available on our website, ccq.org.

INDUSTRY NEGOTIATIONS

The four sector collective agreements currently in force expire on April 30.

To determine the working conditions applicable after that date or for any question about current bargaining on these collective agreements, contact your sector's employer association.



RESIDENTIAL SECTOR ANNUAL LIQUIDATION OF HOUR RESERVE BY END OF APRIL

Once a year, employers operating in the residential sector must liquidate their employees' hour reserves. This liquidation must be done no later than the last Thursday in April following the end of the averaging and reference period stipulated in the collective agreement, from March 27, 2016, to March 25, 2017, for the past year.

The unused hours are liquidated by payment at the applicable wage rate at the time of the liquidation, increased by 50% (time-and-a-half) for light residential, or increased by 100% (double-time) for heavy residential.

For more details, see section 19 of the collective agreement.





MAKING ROOM FOR WOMEN ON YOUR TEAM IS A WINNING STRATEGY

Since December 12, 2016, four new access and retention measures for women in the industry have been in force, providing you with:

- Access to a larger pool of qualified workers
- Competitive advantages
- The benefit of a more innovative and high-performance team

1. Women graduates are ready to work for you right now, with certificate in hand!

A woman with a diploma can enter the industry on presentation of her diploma in a recognized trade, with no letter of commitment from you. She has two years to perform 150 hours of work for one or more employers. After two years, if she has not logged 150 hours, she may then request an apprentice competency certificate valid for two years in the same trade, upon submission of a letter of commitment from an employer.

2. Do you have work for a woman you know?

A woman may enter a construction site when you guarantee her 150 hours of work over three months if the labour pool is at 30 percent or less. Stay informed about the status of labour pools at ccq.org or subscribe to the Alerte pénurie email.

3. Putting female apprentices to work pays off!

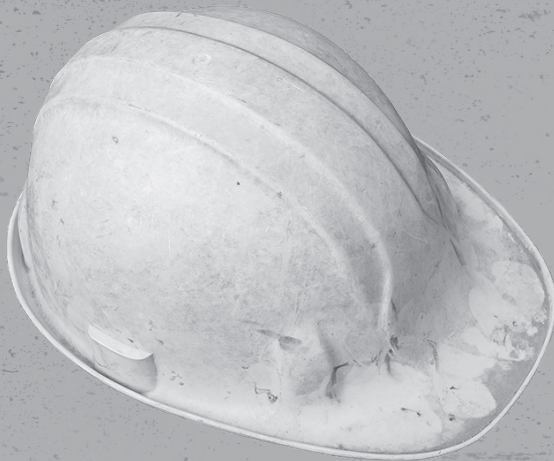
For each female apprentice you put to work on your site, you can bring in one more apprentice beyond the apprentice-journeyman ratio stipulated for the site, up to a maximum of 20 additional apprentices, under certain conditions.

4. Count on women to become your experienced employees!

You can hire a woman employee to work anywhere in Québec if she holds a competency certificate and has worked 500 hours or more for you over the past two years.

For more information, see the “Women” section on the “Accessing the construction industry” page at ccq.org.

THIS HELMET HAS NO GENDER



WOMAN OR MAN, COMPETENCY IS ALL THAT COUNTS

Deconstructing myths at mixite.ccq.org.

The industry is changing and so is its workforce. There are now 10 times more women on construction sites in Québec than 20 years ago, but they still account for only 1.5% of the workforce. Our target by 2018: 3% women on construction sites.



2017 PERSPECTIVES

FOR THE CONSTRUCTION INDUSTRY

The CCQ estimates that in 2016, the construction industry recorded 141.1 million hours worked under the *Act Respecting Labour Relations, Vocational Training, and Workforce Management in the Construction Industry (Act R-20)*. This represents a slight increase over the previous year, but 2016 was exceptional because it had five more working days than 2015, and this actually translates into a decline in activity per working day. Thus, 2016 will be the fourth consecutive year for which a decline was posted, in this case, down 1.6 percent from 2015.

In 2017, the industry is once again expected to slow down. The number of hours worked will drop to 135.5 million, a decline of 1.9 percent in hours per working day. This slowdown will be felt in seven of Québec's 10 regions and in three of the four industry sectors.

Only the civil engineering and roadwork sector, which appears to have reached cruising speed in 2016, will post a modest increase of 4 percent. Among the province's regions, Abitibi-Témiscamingue (+11.9 percent), Estrie (+2.1 percent) and Saguenay-Lac-Saint-Jean (+1.1 percent) will show increased activity.

After a few years of a sharper downturn, on the order of 5.3 percent a year, the CCQ finds that

the situation is stabilizing. A modest rebound in activity observed at the end of 2016 might also have positive effects in 2017.

Go to ccq.org to read the document 2017 Perspectives.

NUMBER OF HOURS WORKED, BY SECTOR (millions of hours)			
Sector	2015	2016 Estimate	2017 Forecast
Total	140.4	141.1	135.5
Variation*	-6.2%	-1.6%	-1.9%
Civil engineering and roadwork	26.3	27.0	27.5
Variation*	-10.1%	0.6%	4.0%
Industrial	10.2	10.8	9.5
Variation*	-29.8%	3.9%	-10.1%
Institutional and commercial	77.4	77.0	74.5
Variation*	-0.8%	-2.6%	-1.2%
Residential	26.6	26.3	24.0
Variation*	-5.0%	-3.0%	-6.8%

* The variation rate reflects the fact that in 2016, the construction industry calendar had 237 working days instead of the usual 232. The variation adjustment is -2.2% for 2016 and +2.1% for 2017.

IMPORTANT REMINDER

TRANSITION TO THE TRADE

OF IRONWORKER

On July 17, 2018, workers who hold a journeyman competency certificate (JCC) as **ornamental ironworkers** or **structural steel erectors** will have their certificate converted to the trade of ironworker as soon as they have logged more than 30,000 hours worked and reported to the CCQ in the following trades:

- Structural steel erector
- Ornamental ironworker
- Ironworker

If you or one of your employees do not expect to reach 30,000 hours worked and reported to the CCQ in your trade by July 17, 2018

Two options are available to retain journeyman status.

1. Register for the complementary training provided by the Centre de formation des métiers de l'acier (CFMA).

The easiest way to register is through the CCQ's online services at sel.ccq.org, or by calling the Info-perfectionnement line at 1 888 902-2222.

Once all the compulsory modules have been passed and recorded in the worker's CCQ file, the journeyman competency certificate in this trade will be issued. It is no longer necessary to take the exam for this trade. The training lasts from 255 to 345 hours, depending on the worker's current competency certificate.

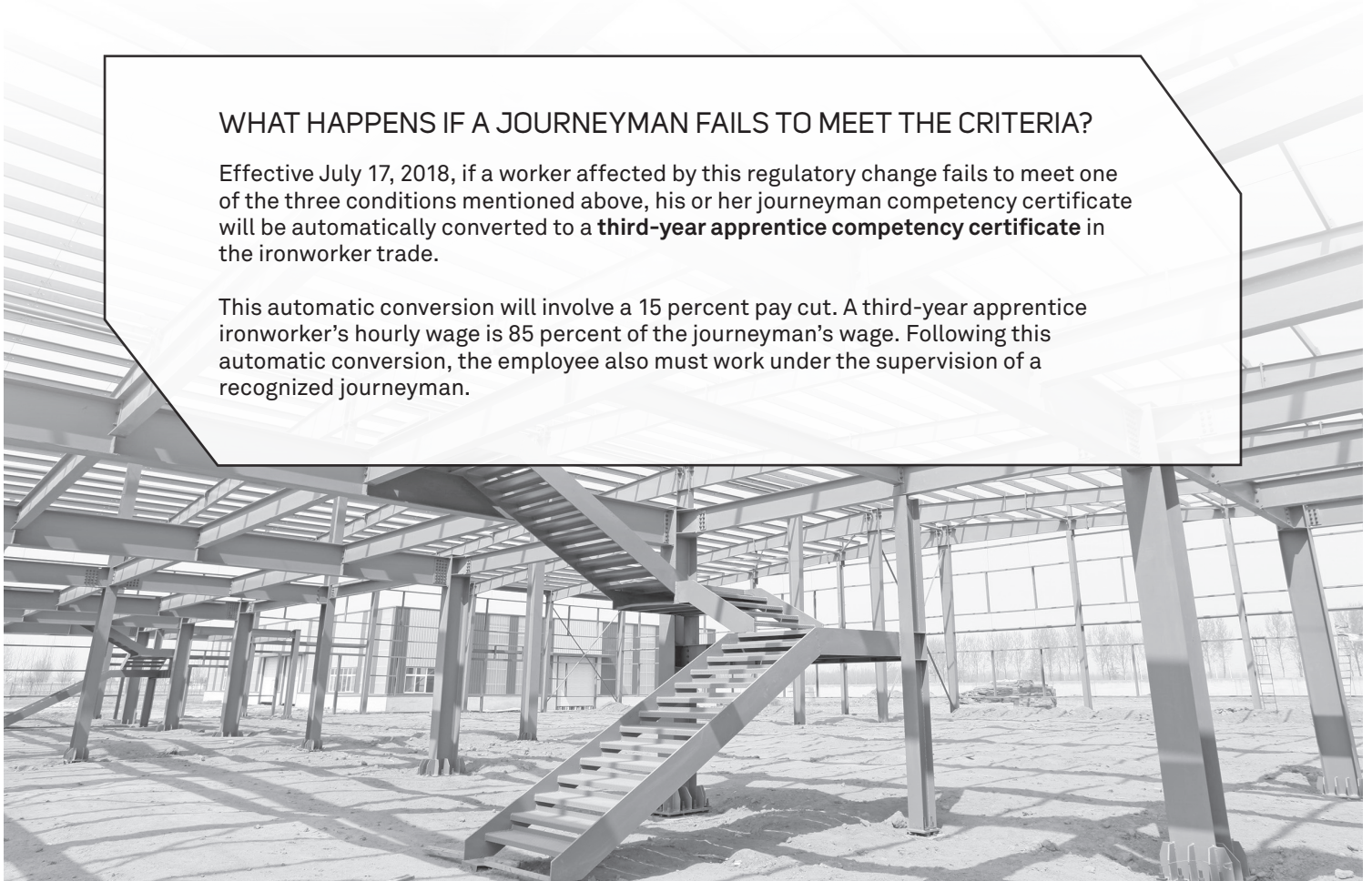
2. Register for the ironworker qualification exam.

Contact the CCQ's customer service line at 1 888 842-8282 to register. After passing the exam, the employee will be issued a journeyman competency certificate.

WHAT HAPPENS IF A JOURNEYMAN FAILS TO MEET THE CRITERIA?

Effective July 17, 2018, if a worker affected by this regulatory change fails to meet one of the three conditions mentioned above, his or her journeyman competency certificate will be automatically converted to a **third-year apprentice competency certificate** in the ironworker trade.

This automatic conversion will involve a 15 percent pay cut. A third-year apprentice ironworker's hourly wage is 85 percent of the journeyman's wage. Following this automatic conversion, the employee also must work under the supervision of a recognized journeyman.





NEXT STATUTORY HOLIDAYS

For the construction industry, Good Friday, Easter Monday, and the Journée nationale des patriotes are considered statutory holidays. Any work performed on these days must be paid at the premium rate, in keeping with the provisions of the collective agreements for each sector.

CCQ TELEPHONE SERVICE ON THESE STATUTORY HOLIDAYS

Good Friday (April 14, 2017)	Closed
Easter Monday (April 17, 2017)	Closed
Journée nationale des patriotes (May 22, 2017)	Open 8:30 a.m. – 4:30 p.m.



COMMISSION
DE LA CONSTRUCTION
DU QUÉBEC

EMPLOYERS' LINE: 1877 973-5383

The present document is produced solely for information purposes. Only the *Act Respecting Labour Relations, Vocational Training and Workforce Management in the Construction Industry*, its regulations, and the collective agreements in force in the construction industry, have legal force.

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