

Increasing presence and influence

2011 Activity Report



Quebec
Employers
Council

ALLIED FOR PROSPERITY

The mission, vision and values of the Quebec Employers Council

Mission – The mission of the Employers Council is to ensure companies can have the best possible conditions – particularly regarding human capital – to be able to prosper in a sustainable manner in a global competition context.

Vision – The point of convergence of employer solidarity, the Employers Council, through its leadership, is the indispensable reference in the areas of intervention and exerts a considerable constructive influence for a more prosperous society in which entrepreneurship, productivity, wealth creation and sustainable development are necessary conditions to raise the standard of living of the entire population.

Values – Rigour and pragmatism / importance of human capital / responsibility / creativity / entrepreneurship / solidarity / openness / passion and commitment.

The Council's main authorities as of December 31, 2011

Board of Directors

Chairman

Jean-Yves Leblanc, Corporate Director

Vice-Chairman

Georges Dick, Global Managing Director – Hydroelectricity and Dams, AECOM Consultants inc.

Directors

Claude Beaudin, Vice-President, Human Resources, Bombardier Aerospace

Louis-Marie Beaulieu, Chairman of the Board and CEO, Groupe Desgagnés inc.

Dany Belleville, President, Plastiques GPR

Gaëtan Boucher, President and CEO, Fédération des cégeps

Paul Dénoimé, Vice-President, Corporate Controller, Métro Inc.

Yves-Thomas Dorval, President, Quebec Employers Council

Luc Doyon, President & CEO, Air Liquide Canada inc.

Jacques Hébert, Quebec Director, Canadian Bankers Association

Jean-François Michaud, President and CEO, Québec Furniture Manufacturers' Association

Nathalie Pilon, President, Canada Thomas & Betts

Serge Régnier, Vice-President – Employees and Culture, Gaz Métro

Céline Rousseau, President, Groupe Compass (Québec) Ltée

Richard G. Roy, President and CEO, Uni-Sélect inc.

Jean Simard, President-Director General, Aluminium Association of Canada

Alain Tascan, General Manager and Founder, SAVA Transmédia

Denis Turgeon, President, CRT Construction inc., Association des constructeurs de routes et grands travaux du Québec

Permanent Staff

Yves-Thomas Dorval, President

Carmel Laflamme, Vice-President – Occupational Health and Safety

Jacques Leblanc, Vice-President – Human Resources Development Policy

Louis-Paul Lazure, Vice-President – Communications

Norma Kozhaya, Director of Research and Chief Economist

M^e Chantale Lavoie, Director – Legal Affairs

Dominique Malo, Executive Consultant – Occupational Health and Safety and Labour Relations

Rita Lefebvre, Administrative Assistant – Occupational Health and Safety

Patrick Lemieux, Consultant – Communications

Suzanne Cyrenne, Administration

Chantal Picard, Coordinator – Member and Executive Services

Geneviève Le May, Administrative Assistant – Events and Communications

Chairman's Message



« ... foster the implementation of the best possible conditions in Quebec so that employers and companies can prosper in a sustainable manner in a global competition context. »

It has now been over a year that I have had the pleasure and honour of serving as the Quebec Employers Council's chairman of the board.

During this time, I have been able to count on the valuable collaboration of my member colleagues on the board to ensure the smooth functioning of the Council's business. I wish to thank them for their availability and unceasing commitment which, in 2011, has enabled the organization to enhance its exposure more than ever among the business community, governmental decision-makers and the general public.

The reading of this report attests to the Council's tremendous efforts over these past months to meet its primary goal, which is to foster the implementation of the best possible conditions in Quebec so that employers and companies can prosper in a sustainable manner in a global competition context. This effort would not have been possible without the tireless support of our members who, by their involvement, contribute to the Council's vibrancy and efficiency. I thank them for their confidence and I urge them to reiterate their support to the Council so that it can continue to successfully represent their concerns in the various forums in which it has a presence.

In closing, my heartfelt thanks to the permanent staff for its diligent and devoted work, an expending of considerable efforts on a daily basis that, for 42 years now, has enabled the Employers Council to be an indispensable point of reference in the main public debates that engage employers, and for making a distinctive impression as a major and credible spokesperson in the Quebec business community.

A handwritten signature in black ink that reads "Jean-Yves Leblanc". The signature is fluid and cursive.

Jean-Yves Leblanc
Chairman of the Board



« ...the amount of articles and reports about the organization's stances on issues during the last year was up by a striking 41% over 2010. »

President's Message

2011 has been an especially successful year from every standpoint for the Employers Council. Whether it has been by its active and committed participation in the debates and matters with authoritative bodies, its effective and mobilizing representations, its relevant content and pragmatic proposals or its dynamic and constructive communications, the Council has clearly stood out in various areas to become an indispensable force with the business community, union associations, governmental decision-makers and with the general public.

First, it is noteworthy that the Employers Council appeared in the media more than ever in 2011. In fact, a report produced by an independent firm on behalf of the Council, showed, among other things, the amount of articles and reports about the organization's stances on issues during the last year was up by a striking 41% over 2010 and by 303% since 2008! This confirms that employers' concerns were extensively covered by the Quebec media, as a result of the Employers Council's public interventions.

It should also be noted the Council took part in many public consultations, notably that of the Ministry of Labour Commission on construction industry operations held last fall. In this regard, the Employers Council is pleased it was able to mobilize all of the associations representing the various affected industrial sectors around a strong consensus on the changes that needed to be brought forth in the labour relations aspect in this industry. The Council also continued its representation efforts to ministries, high-ranking civil servants and the general public in an effort to make them aware, for example, of the importance of making the occupational health and safety system more efficient (a task that is continuing in 2012 in regard to Bill 60) and the urgency to renew efforts in conducting certain temporary relief measures in defined benefit pension plans (DBPP) and the need to analyze in depth the problems relating to Quebec's pension systems.

In an international economic context marked by uncertainty and facing the many issues Quebec will have to confront in the coming years, the Employers Council used the past few months to assess the socio-economic climate and start developing a prosperity campaign. This unprecedented multi-platform communication initiative, which will unfold over three years starting in 2012, will be aimed at maintaining and improving Quebecers' standard of living by leaning on wealth creation in Quebec by the business community to generate a sustained prosperity.

This is the unique invitation I am extending today to every Quebec employer by urging them to support the Employers Council, thereby enabling it to not only reinforce its Quebec business community spokesperson's role but also to become a real engine of change and make the Quebec economy a model that is recognized and admired on a global scale.

Yves-Thomas Dorval
President



Active and committed participation in government bodies

Quebec employers can count on the active and committed participation of the president and other Council spokespersons with the various bodies where the policies affecting companies are developed. In 2011, the Council's representations included:

- › on the Board of Directors of the CSST and the IRSST, and on the many work committees of the CSST;
- › on the Board of Directors of the Commission des partenaires du marché du travail and the Commission's many working groups;
- › on the Conseil des partenaires économiques;
- › on the Conseil consultatif du travail et de la main-d'œuvre;
- › on the Comité des intervenants économiques du sous-ministre de l'Immigration;
- › among MNAs and Members of Parliament through an annual tour of political party caucuses in Quebec's National Assembly and the House of Commons in Ottawa;
- › at the Comité national des programmes d'études professionnelles et techniques national;
- › at the Tripartite Roundtable comprised of Human Resources and Skills Development Canada, the Canadian Employers Council and the Canadian Labour Congress on international labour standards.

Along with this statutory and regular participation, the Employers Council continued to monitor and conduct energetic ad hoc interventions with other political and government bodies whose decisions affect businesses. Here, by area of intervention, are the main representations made by the Council at the provincial level in 2011.

Quality and availability of manpower

- › **Participation in the labour market of experienced workers aged 55 years and older** – Brief submitted and presented in February in conjunction with the National Commission consultation on the participation in the labour market of experienced workers aged 55 and older
- › **Training-employment matching** – Recommendations made by the Council in June at the national meeting on training-employment matching
- › **Quebec immigration planning for the 2012-2015 period** – Tabling of a brief and presentation in August before the National Assembly's Commission des relations avec les citoyens
- › **2012 report on the state and needs of education** – Comments submitted to the Superior Council of Education

Competitive cost of human capital

- › **Fifth consecutive increase in the contribution rate to the Quebec Parental Insurance Plan** – Representations in July to the Quebec Minister of Employment and Social Solidarity
- › Constant and repeated interventions on many forums aimed at making all stakeholders aware of the impact on Quebec's overly high payroll taxes

Intelligent regulation

- › **Regulatory and administrative simplification** – Participation in the work of a Task Force on regulatory and administrative simplification and co-presidency of the active companies sub-group
- › **Replacement workers and the *Labour Code*** – Tabling of a brief and presentation, in February before the National Assembly Committee on the Economy and Labour in conjunction with the anti strike-breaker provisions set out in the *Labour Code*
- › **Revision of the *Act mainly to combat consumer debt overload and modernize consumer credit rules*** – Representations to the Justice Minister in June
- › **Labour relations in the construction industry** – Participation in July in the Labour Ministry Commission consultation on construction industry operations and tabling of a brief and participation, in October, in Economy and Labour Commission consultations on draft Bill 33, *An Act to eliminate union placement and improve the operation of the construction industry*
- › **Regulation on public bodies' construction work contracts** – Representations, in July, to the Treasury Board president, Michelle Courchesne
- › **Proposed regulation regarding the greenhouse gas emission cap-and-trade system** – Representations, in September, to the Quebec Minister of Sustainable Development, Environment and Quebec Parks, Pierre Arcand
- › **Public bodies' supply and services contracts** – Participation in the discussion forum on supply and services contracts of public bodies organized by the Treasury Board Secretariat
- › **Construction of forest roads** – Representations in October to Quebec Labour Minister, Lise Thériault
- › **For a *Safe Maternity Experience* program** – Representations in November of Quebec's main employer associations to Quebec premier, Jean Charest
- › **Psychological health and safety in the workplace** – Comments presented in December in conjunction with a Canadian Standards Association and the Bureau de normalisation du Québec

Healthy public finances and competitive taxation

- › **Pre-budget positions 2011-2012 and 2012-2013** – Briefs submitted and presented to the Quebec Finance Minister in January and November as part of 2011-2012 and 2012-2013 pre-budget consultations
- › **Bill 130 – *An Act to abolish the governmental services ministry and the Société québécoise recovery and recycling and implementing the government's 2010-2014 Action Plan to reduce and control expenditures by abolishing or restructuring certain bodies and certain funds***
Brief and presentation, in February, in conjunction with the National Assembly's Public Finances Commission consultation on the bill
- › **Provisions of the *Law on the Minister of Revenue and the immediate refunding of income tax*** – Representations in February to the Minister of Revenue and Finance
- › **Bill 32 – *An Act pursuant to the budget speech of March 17, 2011 and certain other budget statements and enacting the Law pertaining to the sectoral parameters of certain tax measures*** – Comments submitted in conjunction with special consultations of the National Assembly's Public Finances Commission

Sustainable economy

- › **National entrepreneurship forum** – Presentation of a brief and participation in the March meeting
- › **The Plan métropolitain d'aménagement et de développement (PMAD)** – Brief and presentation, in October, as part of the Communauté métropolitaine de Montréal consultations on planning and development



Employers Council active on the federal scene

As it is independent from any Canadian-wide organization, the Quebec Employers Council intervenes on a regular basis, with full latitude, to defend the interest of Quebec employers' to federal authorities. Some of the consultations in which it participated in 2011 included:

January

- › Participation in the Federal Commission consultations on Red Tape Reduction

February

- › Roundtable on international labour standards regarding domestic workers, an event organized by Human Resources and Skills Development Canada, the Canadian Employers Council and the Canadian Labour Congress

April

- › Brief submitted to Canada's Minister of Finance in conjunction with the consultation on taxation of corporate groups

May

- › Joint brief submitted by the Quebec Employers Council and the Fédération des chambres de commerce du Québec to Health Canada in conjunction with the consultation on tobacco products labelling regulations (cigarettes and small cigars)

July

- › Representations to Canada's Minister of Industry on the legislation surrounding the pharmaceutical industry about the negotiations regarding the Canada-European Union economic partnership agreement

October

- › Brief and presentation in conjunction with the House of Commons Standing Committee on Finance 2012-2013 pre-budget consultations
- › Comments in conjunction with Health Canada's consultation on the Federal Tobacco Control Strategy submitted to Health Canada
- › Representations to Quebec's federal MPs on Bill C-307 aimed at changing the *Canadian Labour Code* to allow pregnant or nursing employees working in a federal jurisdiction organization to avail themselves of provincial occupational health and safety legislation
- › Participation in a federal Minister of Transport, Infrastructures and Communities with the main business community representatives about replacing the Champlain Bridge

November

- › Brief and presentation in conjunction with Canada's Minister of Finance consultation on the setting of the employment-insurance premium rate

December

- › Comments in conjunction with Human Resources and Skills Development Canada consultation on the new approach to address labour shortages
- › Comments presented in December as part of a Canadian Standards Association and Bureau de normalisation du Québec consultation

▶ Many tangible gains for employers

Many of the interventions and representations the Employers Council made in 2011 led to productive results and tangible gains for employers. Here are a few examples:

Federal and provincial budgets

After consistent representations by the Employers Council with the Quebec and Canada finance ministers, notably in conjunction with pre-budget consultations, employers' concerns about public spending control, the return to a balanced budget and repayment of the debt received an attentive ear and were conveyed in the budget plans presented in March in Quebec City and Ottawa. And the Council's many interventions for a lifting of the freeze on university tuition fees was a factor in the government's announcing of measures along these lines in the 2011-2012 Quebec budget.

Defined benefit pension plans

Following concerns expressed to the Quebec government ministers and senior government authorities by the Council and employers that have defined benefit pension plans (DBPP), the Minister of Employment and Social Solidarity announced a two-year extension of relief measures to ensure the short-term financial viability of these plans. The Council's interventions in this regard also led the minister to ask the Régie des rentes (Quebec Pension Board) to set up a committee of experts (D'Amours committee) whose mandate is to propose long-term solutions about the future of supplemental pension plans.

Canada Post labour dispute

The Council's interventions with the federal Labour Minister and in the media helped in a quick resolution, in June, of the Canada Post labour dispute, thereby limiting the harmful economic impact for businesses that a prolonged strike would have had on the distribution of mail and goods.

Replacing the Champlain Bridge

The Council's repeated representations to the federal government, combined with numerous public interventions with other business community representatives, led the federal Minister of Transport, Infrastructures and Communities to announce, in October, the replacement of the Champlain Bridge, which will ease the flow of people and goods and, in the longer term, will help Quebec's economic development.



▶ The Employers Council's indisputable leadership in matters of...

... occupational health and safety

As a result of its productive representations to the various authorities and employer mobilization in partnership with other associations, the Council was particularly active in 2011 on every file affecting the employers in matters of occupational health and safety:

Updating the occupational health and safety system

Following the tabling at the end of 2010 of the president's report of the work group assigned to make recommendations to update the occupational health and safety system, the Employers Council throughout 2011 conducted a series of representations to elected officials, high-ranking civil servants and the general public to make them aware of the importance of conducting a reform to adapt the system to the new job-market realities and make it more efficient. The Council and the employer delegation to the board of directors of the Commission de la santé et de la sécurité du travail (CSST) also worked in close collaboration throughout the year with their union counterparts and the CSST to reach a consensus and agree on 30 recommendations presented in October to the Labour Minister, including the need to re-tighten the *For a Safe Maternity Experience* program. All of these issues will be debated during the course of 2012 in conjunction with the studying of Bill 60.

Employer contribution rate to the CCST for 2012

In May, the CSST announced a 6-cent reduction in the average employer contribution rate for 2012, which decreases to \$2.13 per \$100 of payroll. This result is due in part to the productive efforts of the Employers Council and employer delegation to the CSST board of directors, which in 2010 had proposed changes to the CCST's funding policy in order to stabilize the employers' contribution rate.

Members to the CLP from employers associations

In September, the Council adopted a new policy pertaining to the nomination, training and reappointment of members from employers associations to the Commission des Lésions professionnelles (CLP), who are coordinated by the Employers Council. This policy allows for the implementing of clear regulations and objectives to support the work of the members coming from employers associations, thereby improving the overall efficiency.

Quebec survey on working and employment conditions and occupational health and safety

In September, the Council, along with the other major employer associations in Quebec, reacted publicly to contest the conclusions of the Quebec survey on working and employment conditions and occupational health and safety (EQCOTESST) conducted at the request of the Labour Minister and made public by the Institut de recherche Robert-Sauvé en santé et en sécurité du travail (Occupational Health and Safety Research Institute).

Psychological Health and Safety in the workplace draft standard

In December, the Council consulted its members to gather their thoughts on the psychological health and safety in the workplace draft standard. These comments allowed the Council to make its concerns known about the draft standard in conjunction with the public consultation by the Canadian Standards Association and le bureau de normalisation du Québec and heighten awareness among affected governmental decision-makers.

The Employers Council's indisputable leadership in matters of... ...of labour relations

Updating the *Labour Code*

In 2011, the Council closely followed the work of the National Assembly's Committee on Labour and the Economy in conjunction with the mandate whose initiative involved reviewing the anti-scab provisions planned in the *Labour Code*. Along with submitting and presenting a brief on the issue in February, the Council reacted jointly, with the other main Quebec employer associations, to the report of the Committee, which recommends a reinforcing of these provisions

Labour relations in the construction industry

After several years of repeated representations by the Council, which managed to mobilize construction entrepreneurs and job providers around a consensus leading the Quebec government to review the labour relations system in the construction industry, employers' demands in this regard were finally heeded with the tabling, in October, of Bill 33, *An Act to eliminate union placement and improve the operation of the construction industry*. Among the specific aspects proposed by the Council in the public consultation process – a recommendation upheld in the final version of the bill – was the elimination of construction work related to forest construction sites in the areas subject to such.

« In 2011,
the Council
closely
followed the
work of the
National
Assembly's
Committee
on Labour
and the
Economy... »

Relevant and pragmatic content

In addition to the many briefs and other documents to support its representations to respective governments, the Council prepared extensive reports and information sessions filled with relevant and pragmatic content for the benefit of its members.

Surveys and documents

- › In January, a Léger Marketing survey among 350 business leaders on the determining factors for prosperity, one of the most important of which turned out to be having access to skilled labour.
- › In January, an independent survey conducted by the KPMG firm on the subject of work pertaining to the installation, maintenance and repair of production machinery in factories in relation to the law on labour relations, professional training and workforce management in the construction industry (*Law R-20*).
- › In April: a legal opinion, according to which domestic workers in the Quebec's occupational health and safety system would unduly give this system the role of a social program aimed at the protection of people in a domestic environment. This legal opinion was made in reacting to an opinion issued by the Commission des droits de la personne et des droits de la jeunesse (Human Rights and Youth Rights Commission).
- › In April: in advance of the federal elections in May, an analysis of the economic commitments contained in the platforms of the main political parties.
- › In September: a special 12th *InfoCPQ* newsletter with the theme *La prospérité du Québec passe aussi par les transports (Quebec's prosperity also goes through transportation)*, which provides information on the current issues linked to transportation infrastructures and opens a discussion with Council members by proposing solutions and soliciting ideas from members.
- › In October: **Special report on 2012 salary forecasts**, produced in collaboration with Quebec's leading human resources consultation firms (Aon Hewitt, Mercer, Morneau Shepell, Towers Watson). More than a hundred human resources managers and professionals from sectoral associations and companies of all sizes helped in launching the document.

- › **Report Card on Prosperity** – In August, the second **Report Card on Quebec Prosperity**, a unique tool that compares Quebec's performance to that of the other Canadian provinces and OECD countries in relation to wealth creation and prosperity. Publication of the document elicited many reactions and the press conference announcing the study generated impressive media coverage, both in the print and electronic media, as well as on news websites.
- › The main communications tool with its members, the **InfoCPQ** newsletter was published 11 times in 2011; every month the newsletter summarized the Council's stance on issues and, if need be, the legislative or regulatory changes that were made following these representations. A résumé of the media coverage each of these interventions received was also provided. **InfoCPQ** is one of the Council's most highly read documents on its website.

Online consultations

The Employers Council consulted its members online to gather its opinions and comments on various issues on which the Council took a stance, as well as on its activities. Members' opinions were sought on:

- › The work stoppage at Canada Post;
- › The issues relating to transportation infrastructures;
- › The new bridge spanning the Saint Lawrence River, replacing the Champlain Bridge;
- › Immigration;
- › Entrepreneurship.





Luncheon on 2012 salary forecasts

Training and information sessions

With the responsibility of training 87 members from the employer associations to the Commission des lésions professionnelles du Québec (CLP), the Council organized on their behalf a pair of two-day training sessions, held in Quebec City and Montreal respectively in April and November. The following subjects were addressed at these meetings:

April

- › *De novo and res judicata*;
- › 2010 jurisprudence review;
- › Ergonomy in managing occupational injuries;
- › The new policy of representatives of employer associations on the Commission des lésions professionnelles (CLP).

November

- › The application and reversal of presumption in Article 28 of the *Law on workplace accidents and occupational illnesses*;
- › Cranial-cerebral trauma and the influence of personal conditions in managing occupational injuries;
- › The role of the employer association member in the CLP;
- › Proof and procedure at the CLP and the interest in acting: case of the mutuals.

Occupational health and safety colloquium

In June, a hundred occupational health and safety managers and professionals participated in this colloquium animated by Ms. Carmel Laflamme, Vice-President – occupational health and safety at the Employers Council. The guest of honour for the occasion – Mr. Luc Meunier, CEO and COO of the Commission de la santé et de la sécurité du travail (CSST), presented the latest developments in updating the system. Experts at the CSST also presented various matters in the news, including proposed regulations on asbestos, padlocking, management and chronicity plan and SYNCHRO systems, as well as the capitalization of the occupational health and safety system.

Breakfast-meeting on federal labour and employment law

In June, in collaboration with the Norton Rose OR firm, the Council organized a breakfast-meeting on the latest developments in the areas of labour and employment law at the federal level. M^e Lukasz Granosik, a partner and attorney at Norton Rose OR, an expert in the field, provided an exposition of facts on the subject to some 50 specialists in labour and employment law for federally regulated companies.

Training on the CQIF certificate

In collaboration with the Commission des partenaires du marché du travail, free training sessions dealing with the advantages of a CQIF (quality training initiatives certificate), were offered by the Council starting in October.

Luncheon on 2012 salary forecasts

Last October 13, the Council organized an annual luncheon dealing with the 2012 salary forecasts and bringing together the top remuneration consulting firms in Quebec (Aon Hewitt, Mercer, Morneau Shepell, Towers Watson). The event was animated by Ms. Norma Kozhaya, the Employer Council's director of research and chief economist.

Dynamic and constructive communication

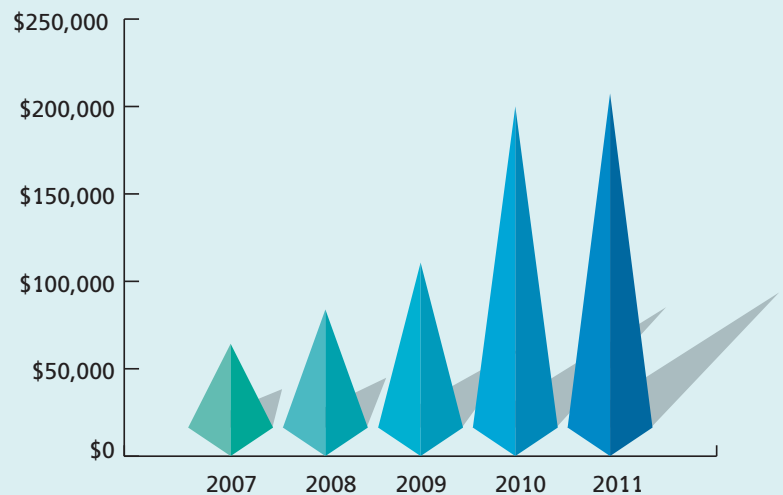
The Council's media presence, even more extensive than in previous years, enabled the organization to gain cross-Canada exposure. Many communication strategies were implemented. Last February, Yves-Thomas Dorval began participating in a series of editorial meetings with the major Quebec dailies which led, among other things, to the publishing of many articles that appeared in several newspapers, including *Le Devoir*, *Le Soleil* and *Le Droit*.

The Employers Council in the media: public interventions more forceful than ever

Two thousand three hundred forty-four (2,344) articles and reports – the Council's stances on issues – were reported by the media in 2011, an increase of about 41% over 2010 and of 303% over 2008. According to an independent evaluation, this coverage had a public relations value of more than \$18.4 million, a rise of some 20% over the total value garnered in 2010.

Eighty-nine (89) public interventions – This visibility is notably the result of 89 public interventions year-long: 78 by means of press releases and 11 in the form of public opinion letters.

Growth of the average value of the impact of each intervention*



* It is important to note this is an estimate based on the same criteria every year, and over and above the financial value shown, it attests to the significant growth in 2011.

Unifying events

The Employers Council organized many unifying events that collectively mobilized Quebec employers in 2011.

2011 general meeting



Quebec Premier Jean Charest

In April, the Council held its 42nd general meeting, with Quebec premier Jean Charest in attendance. Before more than 200 business and employer association leaders, the organization launched the development of the first phase of its Prosperity Campaign aimed at

promoting wealth creation by the Quebec business community, in an effort to create the proper conditions to foster a sustainable prosperity for Quebecers as a whole. At this time, the Council bestowed its 2011 Prix de Carrière posthumously to Mrs. Jeannine Guillevin-Wood. Three new personalities were also inducted into the QEC's Club des entrepreneurs: Mrs. Cora Tsouflidou, president of Franchises Cora, Mr. Sean Roosen, president and CEO of the Osisko Mining Corporation, and Mr. Alain Lemaire, president and CEO at Cascades. Three industrial relations students saw their academic excellence rewarded as part of the 2011 Ghislain-Dufour bursaries competition: Ms. Fanny Baghdjian (Université de Montréal), Ms. Stéphanie Mélançon (Université du Québec en Outaouais) and Mr. Oussama Chermiti (Université du Québec en Outaouais).



Forum on transportation infrastructures

In collaboration with the Quebec Transport Ministry, a forum on the transportation infrastructures was organized to discuss the overall state of the situation and the avenues of solution to look at so that Quebec can rely on a transportation network that contributes to everyone's prosperity.



Transport Minister Pierre Moreau

Winning partnerships

In 2011, the Council continued to support causes and partners that were compatible with its priority fields of endeavor in intervention matters:



Leaders diversité
Leaders diversité
Leaders diversité

Annual prestigious partners

The Council was able to count on the support of four top-notch partners in staging its various events in 2011 – Norton Rose Canada, Quebecor, Bombardier and Alcoa Canada. They contributed to the success by respectively serving as the Platinum, Gold, Silver and Bronze partner.




Platinum Partner

Gold Partner

Silver Partner

Bronze Partner

The Employers Council present on every podium



To directly reach its target audiences, the Council regularly responds to the call of organizations that solicit its expertise and opinions. Here is an overview of events during which the Council's president or other representatives were called on to speak on behalf of Quebec employers in 2011.

February

- › Luncheon of the Chambre de commerce du Grand Joliette
- › Presentation before the Cercle des présidents du Québec
- › Opening conference at the Association québécoise de la production d'énergie renouvelable (Quebec Association for renewable energy production) colloquium

March

- › Conference at Construction Day organized by the Association patronale des entreprises en construction du Québec

April

- › Conference at the general meeting of the Centre patronal de santé et sécurité du travail du Québec
- › Conference in conjunction with the general meeting of the Institut pour le partenariat public-privé
- › Workshop on the responsible use of natural resources in conjunction with a conference on sustainable development and companies' social responsibilities organized by Unisféra

May

- › Roundtable on prosperity and psychological health in the workplace in conjunction with the annual colloquium of the Société québécoise de psychologie du travail et des organisations
- › Panel on the cost of transparency in the construction industry at the annual convention of the Association des estimateurs et économistes en construction du Québec

June

- › Conference on the integration of immigrants and employee diversity in business organized by Perspectives Carrières

September

- › Luncheon of the Chambre de commerce et d'industrie Thérèse-De Blainville

- › Private meeting with the French Minister of Industry, Energy and Digital Economy
- › Meeting on Quebec's economic situation and organizing of work in the businesses of a French delegation of employer and union representatives, senior civil servants, journalists and universities which were in Quebec as part of an Institut national du travail information session

October

- › Luncheon-meeting of the Institut de recherche en politiques publiques on Canadian securities regulation
- › Workshops on companies' social responsibility, sustainable innovation and green technologies in conjunction with the "Small-Medium Business" international colloquium: "heading toward sustainable development" organized by the Network for Business Sustainability
- › Opening remarks at the Grand Rendez-vous en santé et sécurité du travail organized by the Commission de la santé et de la sécurité du travail (CSST)
- › Conference at the 5-to-7 get-together organized by the Forum des entrepreneurs du Québec

November

- › Panel discussion on job flexibility and remuneration of salaried employees as part of the Commission des normes du travail (CNT) colloquium with the theme "The new job realities and labour standards law: issues and solution avenues"
- › Roundtable on employer and union trends in labour relations in conjunction with the labour relations meeting organized by the Ordre des conseillers en ressources humaines agréés, a chartered human relations consulting association

- › Luncheon-meeting of the Conservative Business Network

December

- › ARUC-Innovations professional practices seminar, work and employment, at the Université de Laval industrial relations department



ALLIED FOR PROSPERITY

The 2011 Quebec Employers Council Activity Report was produced by the QEC's communications department

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