

Gazette officielle du Québec

(English Edition)

Part 2

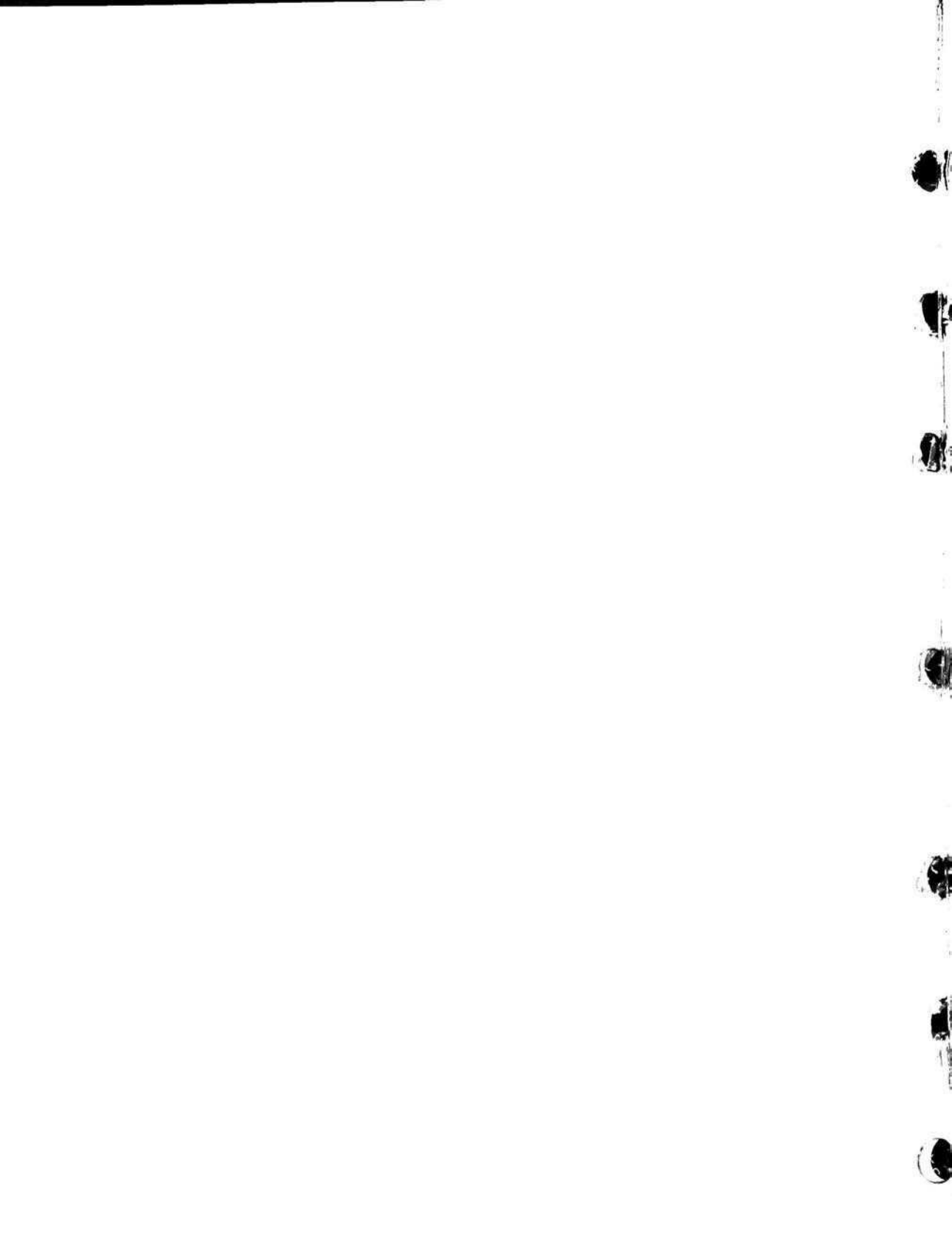
Laws and
Regulations

Volume 116

23 May 1984

No. 22

Québec 



Gazette officielle du Québec

Part 2 Laws and Regulations

Volume 116
23 May 1984
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NOTICE TO READERS

The *Gazette officielle du Québec* (Laws and Regulations) is published under the authority of the Legislature Act (R.S.Q., c. L-1) and the Regulation respecting the *Gazette officielle du Québec* (O.C. 3333-81 dated 2 December 1981 amended by O.C. 2856-82 dated 8 December 1982).

Part 2 of the *Gazette officielle du Québec* is published at least every Wednesday under the title "LOIS ET RÈGLEMENTS". If a Wednesday is a legal holiday, the Official Publisher is authorized to publish on the preceding day or on the Thursday following such holiday.

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

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

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

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

2. The English edition

The English edition of the *Gazette officielle du Québec* is published at least every Wednesday under the title "Part 2 — LAWS AND REGULATIONS". When Wednesday is a holiday, the Official Publisher is authorized to publish it on the preceding day or on the Thursday following such holiday.

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

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The said publication is sold separately by number at a maximum rate of 40 \$ a copy.

3. Rates for sale separate numbers

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L'Éditeur officiel du Québec

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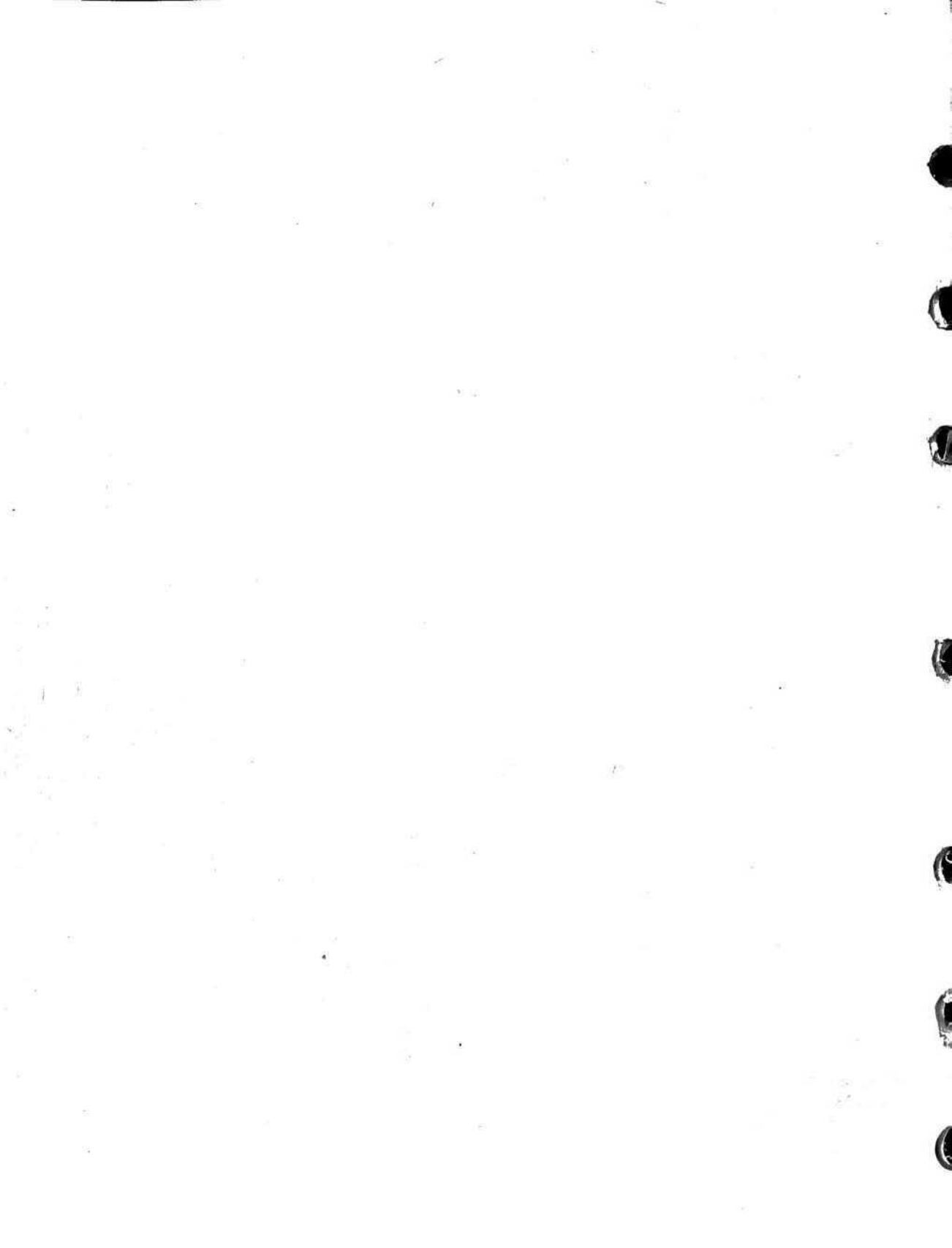
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Orders in Council

Gouvernement du Québec

O.C. 1091-84, 9 May 1984

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

Hairdressers

- Chicoutimi *et al.*
- Amendments

CONCERNING the Decree amending the Decree respecting hairdressers in the Chicoutimi, Roberval and Lac-Saint-Jean regions

WHEREAS, pursuant to 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 Chicoutimi, Roberval and Lac-Saint-Jean regions (R.R.Q., 1981, c. D-2, r. 3), amended by Order in Council 87-82 of 13 January 1982 (Suppl. p. 421) and extended by Orders in Council 503-83 of 17 March 1983, 1957-83 of 21 September 1983 and 674-84 of 21 March 1984, have petitioned the Minister to submit to the Government for consideration and decision, amendments to the Decree;

WHEREAS this petition was published in the *Gazette officielle du Québec* of 21 December 1983;

WHEREAS the objections made against it have been appreciated in accordance with the Act;

WHEREAS there is reason to approve the petition with the included 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 hairdressers in the Chicoutimi, Roberval and Lac-Saint-Jean regions, attached hereto, be adopted.

LOUIS BERNARD,
Clerk of the Conseil exécutif

Decree amending the Decree respecting hairdressers in the Chicoutimi, Roberval and Lac-Saint-Jean regions

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

1. The Decree respecting hairdressers in the Chicoutimi, Roberval and Lac-Saint-Jean regions (R.R.Q., 1981, c. D-2, r. 13), amended by Order in Council 87-82 of 13 January 1982 (Suppl. p. 421) and extended by Orders in Council 503-83 of 17 March 1983 and 1957-83 of 21 September 1983, is further modified by substituting the following for sections 1.00 to 11.00 and 13.00 to 15.00:

"1.00 Territorial jurisdiction

1.01 This Decree applies to the municipalities listed in Schedule 1.

2.00 Hours of work

2.01 For the purpose of overtime calculation, the standard workweek is 40 hours scheduled from Tuesday to Saturday inclusively.

2.02 Employees may be granted up to one hour of rest without pay for the noon meal and up to one hour without pay for the evening meal when work ends later than 20 h.

The duration of the regular workweek does not include meal hours.

Meal hours are paid if the employee is not authorized to be absent from work.

2.03 Employees are entitled to a weekly rest of a least 24 consecutive hours.

2.04 An employee is deemed to be working when he is at his employer's disposal in his workplace and when he has to wait until work is given to him.

2.05 An employee who, upon his employer's formal request or in the normal course of his employment, appears on the work premises and works less than 3

consecutive hours, is entitled, except in case of a fortuitous event, to a pay equal to 3 hours of his regular hourly wages except if he is entitled to a higher amount because of overtime hours.

2.06 No work may be performed in a hairdressing salon except for completing work on customers already in the salon before closing time. However, the duration of that work may not be longer than 1½ hour.

2.07 For purposes of enforcing this Decree, the expression "continuous service" means an uninterrupted duration during which the employee is bound to the employer by a work contract even if the work has been interrupted without the contract having been terminated.

3.00 Working and closing hours in hairdressing salons

3.01 No customer shall be admitted in a hairdressing salon in the following cases:

- (1) on Sundays and Mondays;
- (2) outside the following work hours:
 - (a) Tuesday and Wednesday: from 8 h to 17 h 30;
 - (b) Thursday and Friday: from 8 h to 21 h;
 - (c) Saturday: from 8 h to 17 h.

3.02 Exceptions:

(1) When 23 and 30 June fall on a Tuesday, Wednesday, Thursday or Friday, working hours in hairdressing salons are from 8 h to 21 h; when they fall on a Monday or a Saturday, working hours in hairdressing salons are from 8 h to 17 h 30.

(2) When 24 and 31 December fall on a day other than a Sunday, working hours in hairdressing salons are from 8 h to 17 h 30.

(3) The 2 working days preceding 24 December, working hours in hairdressing salons are from 8 h to 21 h.

(4) The Monday preceding 25 December and the Monday preceding New Year's Day are working days from 8 h to 17 h 30 except when 25 December and New Year's Day fall on a Sunday.

(5) From 1 July to 31 August, working hours in hairdressing salons are from 8 h to 12 h.

(6) In Jonquière, in the town of La Baie as well as in subregion 04 (Roberval), on Saturday, working hours are from 8 h to 12 h the whole year.

(7) In Hébertville, L'Ascension-de-Notre-Seigneur, Lac-à-la-Croix, Métabetchouan and Delisle, on Satur-

day, working hours in hairdressing salons are from 8 h to 17 h the whole year.

(8) In the municipalities of subregion 04 (Roberval) and subregion 01 (Chicoutimi) except for Alma, Delisle, Desbiens, Hébertville, Hébertville-Station, L'Ascension-de-Notre-Seigneur, Labrecque, Lac-à-la-Croix, Lamarche, Larouche, Métabetchouan, Sainte-Monique, Saint-Bruno, Saint-Gédéon, Saint-Henri-de-Taillon, Saint-Ludger-de-Milot and Taché, on Thursday, working hours in hairdressing salons are from 8 h to 17 h 30.

(9) An employer shall not require an employee to work for 2 evenings during a workweek, except during the week preceding Christmas.

4.00 General holidays with pay

4.01 St. John the Baptist's Day is a general holiday with pay for any employee, pursuant to the National Holiday Act (R.S.Q., c. F-1.1).

4.02 The following days are general holidays with pay: New Year's Day, 2 January, 1 July, Thanksgiving Day, Christmas Day and 26 December as well as the Tuesdays following Easter and Labour Day. In the municipalities of subregion 04 (Roberval), the Tuesday following Dollard's Day or the Queen's Birthday is a general holiday with pay too.

4.03 An employee who is paid by the hour, the time, the yield or any other basis, shall receive for each general holiday with pay, an indemnity that is equal to his or her regular hourly wages for an eight hour period.

4.04 If an employee works on one of the days mentioned in section 4.02, the employer shall, besides the wages paid to the employee working on a holiday wages corresponding to the work performed, pay the indemnity provided for in section 4.03 or grant one day of compensating leave at a time agreed upon between the employer and the employee. In this case, leave is taken within the three weeks prior to or following the holiday.

4.05 In order to take advantage of a general holiday with pay, an employee must give evidence of 60 days of continuous service in that employment and shall not have been absent without the permission of the employer or for some valid reason, on the eve of or the day following the holiday.

4.06 If an employee is on annual vacation at the time of one of the holidays provided for in section 4.02, the employer shall either pay him or her the indemnity provided for in section 4.03 or grant one day of compensating leave at a time agreed upon between the employer and the employee.

4.07 When a general holiday with pay falls on a Sunday or a Monday, the following Tuesday then becomes a general holiday with pay.

Saturdays shall not be considered as eves of holidays.

5.00 Miscellaneous leaves and sick-leave

5.01 An employee may be absent from work for one day, without a loss in his wages, on the occasion of the death or the funeral of a child, a spouse or the person he lives with as husband and wife as per section 1.3(b) of the Act respecting labour standards, his father, mother, brother or sister. He may also be absent from work for 3 other days on such occasions but without pay.

5.02 An employee may be absent from work for one day, without a loss in his wages, on his wedding day. He may also be absent from work, without wages, on the wedding day of one of his children and for 2 days on the occasion of the birth or adoption of a child.

5.03 During one year of service, the permanent employee is entitled to ½ day of sick-leave per month, up to 6 days.

These days of sick-leave are not cumulative.

5.04 For any day of sick-leave, the employer may require a medical certificate from the employee.

5.05 Maternity leave: An employee is entitled to maternity leave provided for in the Regulation respecting labour standards (R.R.Q., 1981, N-1.1, r. 3) or in any further regulation that could amend or replace it.

6.00 Annual vacation with pay

6.01 Qualifying period: This period extends from 1 May of the preceding year to 30 April of the current year.

6.02 An employee who, on 1 May, has less than one year of continuous service with the same employer or the same salon, is entitled to a continuous vacation whose duration is determined at the rate of one regular working day per month of service, without the total duration of the vacation exceeding 2 weeks.

The annual vacation pay of such employee is equal to 4 % of his gross wages during the qualifying period.

6.03 An employee who, on 1 May, has one year of continuous service with the same employer or the same salon, is entitled to a continuous annual vacation of a minimum duration of 2 weeks.

The annual vacation pay of such employee is equal to 4 % of his gross wages during the qualifying period.

6.04 (1) An employee who, on 1 May, has 5 years of continuous service with the same employer or hair-dressing salon, is entitled to an annual vacation of a minimum duration of 3 weeks.

The annual vacation pay of this employee is equal to 6 % of his gross wages during the qualifying period.

(2) An employee entitled to a third week of vacation may take this third vacation week between 1 October and 1 April on a date determined by his employer.

6.05 The annual vacation with pay is taken between 1 May of the current year and 1 April of the following year.

Notwithstanding other provisions in the Decree, a period of salary, sickness or invalidity insurance benefits that is interrupted by annual vacation, taken in accordance with paragraph 1, is continued if such be the case, after the vacation, as though the period had never been interrupted.

6.06 The annual vacation may be divided in two periods at the employee's request. However, any leave of a duration of one week or less shall not be divided up.

6.07 An employee is entitled to know at least 4 weeks in advance the date of his annual vacation.

6.08 The employer is forbidden to replace the annual vacation with pay by a monetary compensation. However, at the employee's request, the third week of annual vacation may be replaced by a monetary compensation if the hairdressing salon is closed for 2 weeks on the occasion of the annual vacation.

6.09 An employee receives his annual vacation pay in one payment only before the beginning of his vacation.

6.10 When an employee leaves his employment, he receives the annual vacation pay acquired before the preceding 1 May if not taken, in addition to the pay owed to him for the time lost since this date.

6.11 Notwithstanding any other provision in the Decree respecting the annual vacation with pay, the employee shall be granted by the employer conditions at least equal to those provided for in sections 66 to 77 of the Act respecting labour standards or in any regulation adopted pursuant to his Act.

7.00 Provisions respecting wages

7.01 No advantage having monetary value shall enter into the computation of remuneration provided for in the Decree.

7.02 The employee shall be paid either in currency in a sealed envelope or by cheque. An employee is deemed to have not been paid outstanding wages if the cheque that is handed over to him cannot be cashed within two days following its reception.

7.03 The employee shall receive his wages in person, on the work premises and during a working day, excepting the case whereby payment is sent through the mail. Wages may also be handed over to a third party provided the employee authorizes this procedure in writing.

7.04 Whenever the regular pay day falls upon a general holiday with pay, wages are paid to the employee on the working day preceding the holiday.

7.05 In paying wages, the employer shall not require any formality for signature other than that which establishes that the amount remitted to the employee corresponds to the amount of net salary that is mentioned on the pay sheet.

7.06 Whenever the employee accepts the pay sheet, this does not constitute a waiver of the payment of any or all wages that are due to him.

7.07 An employer may withhold wages only if required to do so by law, regulation, court order, labour agreement, this Decree, or if the employer is granted permission to do so in writing by the employee. The employee may at any time retract such permission, excepting when it involves adhesion to a supplementary pension plan (R.S.Q., c. R-17). The employer shall remit to the appropriate administration any amounts thus withheld.

7.08 Notwithstanding any other provision in the Decree, the employer shall give to the employee conditions at least equal to those provided for under the Act respecting labour standards or under any regulation adopted pursuant to this Act.

7.09 For purposes of this Decree, the expression "minimum wages" means the minimum hourly remuneration provided for in the Regulation respecting labour standards (R.R.Q., 1981, c. N-1.1, r. 3) for an employee over 18 years of age or according to any subsequent regulation that may amend or replace it.

8.00 Provisions relating to overtime

8.01 Work that is performed over the number of hours in a standard workweek entails a 50 % increase in the regular hourly wages that the employee receives, excluding pay computed upon an hourly basis.

8.02 For purposes of computing overtime, annual vacation and general holidays with pay are counted as working days.

9.00 Uniforms

9.01 Whenever an employer requires the wearing of a uniform, the employer shall not make any withholdings on minimum wages for the purchase, use or maintenance of the uniform.

10.00 Advance notice and work certificate

10.01 Except in the case of a contract with a fixed duration, any employee who has a minimum of 3 months of continuous service with the same employer is entitled to a written advance notice before he is dismissed or laid off for a minimum of 6 months. Similarly, an employee who has a minimum of 3 months of continuous service with the same employer, shall give a written advance notice to his employer when he wants to quit.

The advance notice provided for in section 10.01 consists of one week if the employee has less than one year of continuous service; 2 weeks if he has from one to 5 years of continuous service, and 8 weeks if he has 10 years or more of continuous service.

10.02 Excepting an employee's serious offence or a fortuitous event, the employer who neglects giving advance notice provided for in section 10.01, shall, at the time of the employee's departure, pay a compensating wage equal to the employee's wages for a period covering the same time as that of the advance notice.

10.03 Upon the expiration of the work contract, the employee is entitled to receive from his employer a work certificate that only mentions the nature and duration of the employment, from the beginning to the end of the performance of duties as well as the name and the address of the employer. The certificate shall carry no mention of the quality of the work or the behaviour of the employee.

10.04 The employer or the employee who gives advance notice, shall forward a copy to the Parity Committee.

PART III PROVISIONS RESPECTING MEN'S HAIRDRESSERS

11.00 Wages

11.01 For each regular working week, the qualified employee in Class A or B receives at least an hourly wage equal to the minimum wages, plus 0,25 \$ for each hour worked, plus a commission of 50 % on the receipts of his weekly work exceeding the double of his weekly wages.

11.02 The temporary, supernumerary or substitute men's hairdressers in Class A or B receive, either:

(1) an hourly wage equal to the minimum wage plus 0,25 \$;

(2) 50 % on the receipts of his work, if this method of payment is more advantageous for the employee.

However, when he works for 5 days, the temporary, supernumerary or substitute employee receives the wage provided for the permanent employee in Class A or B.

11.03 For each regular hour of work, the apprentice receives the following amounts:

- (1) 1st year of apprenticeship: the minimum wage;
- (2) 2nd year of apprenticeship: the minimum wage, plus a 25 % commission on the receipts exceeding the double of his basic weekly wage;
- (3) 3rd year of apprenticeship: the minimum wage, plus a 40 % commission on the receipts exceeding the double of his basic weekly wage.

11.04 The provisions in the Decree relating to the temporary, supernumerary or substitute employee are those mentioned in sections 2.02, 2.04, 4.04, 7.01 to 7.09, 8.01, 8.02, 9.01 and 11.02.

For temporary, supernumerary or substitute employees in Class A or B, the standard workweek shall not exceed 30 hours.

13.00 Minimum prices for services

13.01 Professional employees, employers, artisans and employees demand from the public at least the following prices for the services mentioned below:

- | | |
|--|---------|
| (1) haircut | 7,50 \$ |
| (2) haircut and set | 9,50 |
| (3) shampoo and set | 7,00 |
| (4) haircut, shampoo and set | 11,50 |
| (5) shaving | 6,00 |
| (6) facial massage | 7,50 |
| (7) dyeing | 15,00 |
| (8) setting conditioner with or without haircut, including shampoo and set | 30,00 |

13.02 The minimum prices listed in section 13.01 also apply when the work is performed on a wig or hairpiece.

PART IV PROVISIONS RESPECTING LADIES' HAIRDRESSERS

14.00 Wages

14.01 For each standard workweek, an employee in Class A or B shall be entitled at least to the following remuneration: minimum wages plus a commission whose rate varies according to gross weekly receipts resulting from his or her work and, which exceed two times his or her basic weekly wages. This commission applies to the aggregate of excess receipts according to the percentages determined hereunder, which increase proportionate to the excess of gross receipts over the double of the basic wages:

Level of excess receipts	Rate of commission on excess receipts
(1) 1,00 \$ — 50,00 \$	25 %
(2) 51,00 \$ — 100,00 \$	30
(3) 101,00 \$ — 150,00 \$	35
(4) 151,00 \$ — 200,00 \$	40
(5) 201,00 \$ — 251,00 \$	45
(6) 252,00 \$ and over	50

14.02 Temporary, supernumerary or substitute ladies' hairdressers in Class A or B shall receive either:

- (1) hourly wages equal to the minimum wages;
- (2) 50 % on the receipts of their work if this method of payment is more advantageous for the employees.

However, when he works during 5 days, a temporary, supernumerary or substitute ladies' hairdresser shall receive the wages provided for permanent hairdressers in Class A or B.

14.03 During his whole apprenticeship period, the apprentice shall receive the minimum wages.

14.04 The provisions in this Decree relating to temporary, supernumerary or substitute employees are those mentioned in sections 2.02, 2.04, 4.04, 7.01 to 7.09, 8.01, 8.02, 9.01 and 14.02.

For temporary, supernumerary or substitute employees in Class A or B, the standard workweek shall not exceed 30 hours.

15.00 Minimum prices for services

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

(1) haircut	7,50 \$
(2) shampoo	3,00
(3) set with hand dryer and curling iron	8,00
(4) dyeing	15,00
(5) bleaching	15,00
(6) set or upswept styles	8,00
(7) set or on rollers	8,00
(8) streaks	30,00
(9) permanent wave or modeling with or without cut, shampoo and set	30,00

15.02 The minimum prices mentioned in section 15.01 also apply when the work is performed on a wig or a hairpiece."

2. This Decree is amended by adding, at the end, the following section 17.00 and Schedule:

"17.00 Term of the Decree

17.01 This Decree remains in force until 31 March 1985. It is then automatically renewed from year to year thereafter, unless the employers' contracting party or the employees' contracting party is opposed and gives a written notice to the Minister of Labour and to the other contracting party during February of 1985 or of any subsequent year.

SCHEDULE I

(s. 1.01)

REGION 02 — SAGUENAY — LAC-SAINT-JEAN

Subregion 01 (Chicoutimi)

Alma, Bégin, Bourget, Chicoutimi, Delisle, Desbiens, Ferland and Boilleau, Hébertville, Hébertville-Station, Jonquière, Kénogami, L'Ascension-de-Notre-Seigneur, La Baie, Labrecque, Lac-à-la-Croix, Lamarche, Larouche, Laterrière, Métabetchouan, Notre-Dame-de-Laterrière, Otis, Péribonka, Petit-Saguenay, Rivière-Éternité, Sainte-Monique, Sainte-Rose-de-Nord, Saint-Ambroise, Saint-Augustin, Saint-Bruno, Saint-David-de-Falardeau, Saint-Fulgence, Saint-Gédéon, Saint-Henri-de-Taillon, Saint-Honoré, Saint-Jean, Saint-Ludger-de-Milot, Shipshaw, Taché, Tremblay.

Subregion 04 (Roberval)

Canton d'Albanel, village d'Albanel, Chambord, Dolbeau, Girardville, Lac-Bouchette, Mistassini, Normandin, Notre-Dame-de-la-Doré, Notre-Dame-de-Lorette, Ouatouchouan, Roberval, Sainte-Hedwige, Sainte-Jeanne-d'Arc, Saint-André-du-Lac-Saint-Jean, Saint-Edmond, Saint-Eugène, Saint-Félicien, Saint-François-de-Sales, Saint-Méthode, Saint-Prime, Saint-Stanislas, Saint-Thomas-Didyme."

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

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Gouvernement du Québec

O.C. 1092-84, 9 May 1984

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

Corrugated paper products — Amendments

CONCERNING the Decree amending the Decree respecting the corrugated paper products industry

WHEREAS, pursuant to 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 corrugated paper products industry (R.R.Q., 1981, c. D-2, r. 5), amended by Orders in Council 988-82 of 22 April 1982 (Suppl. p. 402) and 1806-83 of 1 September 1983, have petitioned the Minister of Labour to submit to the Government for consideration and decision the following amendments to the Decree;

WHEREAS the petition was published in the *Gazette officielle du Québec* of 25 January 1984;

WHEREAS no objection was brought forward against the proposed amendments;

WHEREAS there is reason to approve the 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 corrugated paper products industry, attached hereto, be adopted.

LOUIS BERNARD,
Clerk of the Conseil exécutif

Decree amending the Decree respecting the corrugated paper products industry

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

1. The Decree respecting the corrugated paper products industry (R.R.Q., 1981, c. D-2, r. 5), amended by Orders in Council 988-82 of 22 April 1982 (Suppl. p. 402) and 1806-83 of 1 September 1983, is further amended with regard to the list of contracting parties:

1° by replacing the contracting party of the first part "Les Emballages Consolidated Bathurst Ltée (usine de Montréal);" by "MacMillan-Bathurst Inc. (usine de Montréal);";

2° by replacing the contracting party of the first part "Les Emballages Consolidated Bathurst Ltée (usine de Saint-Laurent);" by "MacMillan-Bathurst Inc. (usine de Saint-Laurent);";

3° by replacing the contracting party of the second part "Union des employés des Cartonnières Standard (CSN);" by "Syndicat des employés de SPB (CSN);".

2. Section 4.04 of this Decree is replaced by the following:

"4.04 Shift premiums:

1° second shift: the employee assigned to the second shift shall receive a premium of 0,22 \$ per hour;

2° third shift: the employee assigned to the third shift shall receive a premium of 0,28 \$ per hour."

3. Section 5.01 of this Decree is replaced by the following:

"5.01 Minimum hourly wage rates shall be the following for the positions:

Positions	As of 23 May 1984	As of 31 December 1984
1° Lead hand	9,11 \$	9,26 \$
2° Corrugating machine:		
(1) operator	8,91	9,06
(2) temporary operator	8,80	8,95
(3) slitter and knifer	8,80	8,95
(4) double-backer	8,66	8,81
(5) tailer, roll shafter, attendant auto, stacker	8,30	8,45
3° Corrugating machine (small-glassine):		
(1) operator	8,68	8,83
(2) slitter and knifer	8,48	8,63
(3) tailer, roll shafter and helper	8,09	8,24

Positions	As of 23 May 1984	As of 31 December 1984	Positions	As of 23 May 1984	As of 31 December 1984
4° Printer-slotter machine, flexographic press, rotary die cutter:			13° Partition assembly:		
(1) operator	8,80	8,95	(1) assembler	8,09	8,24
(2) assistant-operator	8,61	8,76	14° Flap-cutting machine:		
(3) attendant auto. feeder and/or stacker	8,40	8,55	(1) operator	8,49	8,64
5° Printing press longway:			(2) tailer	8,20	8,35
(1) operator	8,66	8,81	15° Folding and glueing machine:		
(2) tailer	8,40	8,55	(1) operator	8,75	8,90
6° Slotting machine (large boxes):			(2) tailer and inspector	8,61	8,76
(1) operator	8,49	8,64	16° Folding and taping machine:		
(2) tailer	8,20	8,35	(1) operator	8,75	8,90
7° Slotting machine (small boxes):			(2) tailer and inspector	8,20	8,35
(1) operator	8,40	8,55	17° Semi-automatic taping machine:		
(2) tailer	8,20	8,35	(1) operator	8,40	8,55
8° Box slitting and scoring machine (first operation):			(2) tailer and inspector	8,20	8,35
(1) operator	8,62	8,77	18° Box folding:		
(2) tailer	8,20	8,35	(1) folder	8,09	8,24
9° Sheet slitting and scoring machine (miscellaneous):			19° Hand taping machine:		
(1) operator	8,48	8,63	(1) operator	8,09	8,24
(2) tailer	8,20	8,35	20° Automatic folding and stitching machine:		
10° Combination partition slitter-slotter:			(1) operator	8,65	8,80
(1) operator	8,61	8,76	(2) feeder	8,20	8,35
(2) tailer	8,39	8,54	(3) tailer and inspector	8,20	8,35
11° Plain partition slotter:			21° Semi-automatic stitching machine:		
(1) operator	8,40	8,55	(1) operator	8,49	8,64
(2) tailer	8,20	8,35	22° Manual stitching machine:		
12° Partition assembly machine:			(1) operator	8,49	8,64
(1) operator	8,49	8,64	23° Band saw:		
(2) feeder	8,09	8,24	(1) operator	8,20	8,35
(3) tailer	8,09	8,24			

Positions	As of 23 May 1984	As of 31 December 1984	Positions	As of 23 May 1984	As of 31 December 1984
24° Curtain coater:			36° Handling:		
(1) operator	8,66	8,81	(1) power lift-truck operator	8,49	8,64
(2) tailer	8,20	8,35			
25° Printing, tinting and laminating machine:			37° Unclassified machines:		
(1) operator	8,80	8,95	(1) operator	8,48	8,63
(2) helper	8,30	8,45	(2) feeder	8,09	8,24
26° Automatic wrapping machine:			38° Shipping department:		
(1) operator	8,61	8,76	(1) shipper	8,80	8,95
27° Automatic die press cutting machine:			(2) assistant-shipper	8,61	8,76
(1) operator	8,75	8,90	(3) checker	8,39	8,54
(2) helper or stripper	8,20	8,35	(4) trailer truck driver	8,66	8,81
28° Platen die press cutting machine (handfed):			(5) truck driver	8,61	8,76
(1) operator	8,66	8,81	(6) helper	8,26	8,41
(2) helper or stripper	8,20	8,35	39° Maintenance:		
29° Rewinding and cutting machine (single face):			(1) tradesman	8,97	9,12
(1) operator	8,48	8,63	(2) mechanic	8,97	9,12
(2) tailer	8,39	8,54	(3) tradesman's helper	8,62	8,77
30° Waxing machine:			(4) oiler	8,48	8,63
(1) operator	8,39	8,54	(5) janitor	8,24	8,39
31° Bundling and tying:			40° Boiler room:		
(1) tier	8,30	8,45	(1) stationary engineman		
32° Adhesive unit:			(a) second class	9,37	9,52
(1) operator	8,49	8,64	(b) third class	9,05	9,20
33° Waste-bailing press:			(c) fourth class	8,84	8,99
(1) operator	8,40	8,55	41° Miscellaneous work:		
(2) helper	8,30	8,45	the basic wage scale for general work is as follows:		
34° Roll handling:			(1) general helper	8,09	8,24
(1) chief roll handler	8,49	8,64			
35° Power roll handling:					
(1) operator	8,49	8,64			
(2) roll handler	8,30	8,45			

4. Sections 7.02 and 7.03 of this Decree are replaced by the following:

"7.02 Vacation entitlement: Every employee governed by this Decree;

1° if he has less than one year of continuous service with the same employer during the qualifying year, shall be entitled to a continuous paid vacation equal to one day's vacation for each month of service. This vacation shall not exceed 2 weeks;

2° after one year of continuous service with the same employer during the qualifying year, shall be entitled to a continuous paid vacation of at least 2 weeks;

3° if he has at least 6 years of continuous service with the same employer, shall be entitled to a 3-week vacation;

4° if he has at least 14 years of continuous service with the same employer, shall be entitled to a 4-week vacation.

For the purposes of application of this section, continuous service means the uninterrupted period during which the employee is bound to an employer by a work contract, even if the performance of the work was interrupted without the contract being cancelled.

7.03 The employee's vacation pay shall be established in the following manner:

1° 4 % of his earnings during the qualifying year if he has less than 6 years of continuous service with the same employer;

2° 6 % of his earnings during the qualifying year if he has 6 years of continuous service with the same employer;

3° 8 % of his earnings during the qualifying year if he has 14 years of continuous service with the same employer."

5. Section 9.01 of this Decree is replaced by the following:

"**9.01** The Decree shall remain in force until 1 January 1985. It is then automatically renewed from year to year thereafter, unless the group constituting the employer party or the union party is opposed and gives a written notice to the Minister of Labour and to the other group during November of 1984 or of any subsequent year."

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

Gouvernement du Québec

O.C. 1094-84, 9 May 1984

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

Hairdressers — Sherbrooke — Amendments

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

WHEREAS pursuant to 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 Sherbrooke region (R.R.Q., 1981, c. D-2, r. 22), extended by Orders in Council 2965-82 of 15 December 1982, 1404-83 of 22 June 1983 and 2350-83 of 16 November 1983, have petitioned the Minister to submit to the Government for consideration and approval the following amendments to the Decree;

WHEREAS this petition was published in the *Gazette officielle du Québec* of 1 February 1984;

WHEREAS the objections set forth were considered in pursuance of 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 hairdressers in the Sherbrooke region, attached hereto, be adopted.

LOUIS BERNARD,
Clerk of the Conseil exécutif

Decree amending the Decree respecting hairdressers in the Sherbrooke region

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

1. The Decree respecting hairdressers in the Sherbrooke region (R.R.Q., 1981, c. D-2, r. 22), extended

by Orders in Council 2965-82 of 15 December 1982, 1404-83 of 22 June 1983 and 2350-83 of 16 November 1983, is amended by replacing parts II to IV and also their divisions 1.00 to 8.00 and 10.00 to 14.00 by the following part and divisions:

"PART II PROVISIONS APPLICABLE TO ALL TRADES AND OCCUPATIONS GOVERNED

1.00 Territorial jurisdiction

1.01 The Decree shall apply to the municipalities listed in Schedule 1.

2.00 Working hours

2.01 For the purpose of computing overtime hours the standard workweek shall be 44 hours.

2.02 An employee may demand up to half an hour of rest without wages to take his noon meal and, when his work ends after 19 h, up to half an hour of rest without wages to take his evening meal.

Meal hours shall not be considered in computing the standard workweek.

The meal period shall be paid when the employee is not authorized to leave his work position.

2.03 An employee shall be entitled to a weekly rest of a minimum duration of 24 consecutive hours.

2.04 An employee shall be considered to be at work when he is at his employer's disposal on the work premises and he is obliged to wait to be given work.

2.05 An employee who reports to the work place upon his employer's express request or during the regular course of his employment and who works less than 3 consecutive hours shall be entitled, except for the fortuitous case, to an indemnity equal to 3 hours his usual hourly wage except when he is entitled to a higher amount because of overtime.

2.06 An employee shall be considered as being at work during the coffee-break, which is a maximum duration of 10 minutes.

2.07 No work may be performed in a hairdressing salon outside of opening hours, except when it is necessary to serve customers who entered before closing time. The maximum duration of such work shall not exceed 1½ hours.

2.08 Urgent work may be performed in cases of sickness, a wedding or death, outside of the regular work schedule. Proof of such cases rests on the employer or the skilled tradesman and he shall immediately notify the Parity Committee by telephone or other means.

2.09 The Decree shall not apply when the services described in Division II of the Decree respecting the Hairdressers' Code (R.R.Q., 1981, c. D-2, r. 12) are performed in an establishment within the meaning of the Act respecting health services and social services (R.S.Q., c. S-5), for a beneficiary lodge.

2.10 In order to enforce the Decree, "continuous service" means the 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 being cancelled.

3.00 Salon opening and closing hours

3.01 Days when customers are not admitted: Salons shall be closed:

1° On Sundays and Mondays, except the Monday preceding Christmas, New Year's Day and Easter. When Christmas and New Year's Day fall on a Tuesday, opening hours on the Monday are those provided in the Decree for Saturdays:

2° On 1 and 2 January, 24 June, 1 July, 25 and 26 December and any other day determined by a proclamation of the Government under the Act respecting commercial establishment business hours (R.S.Q., c. H-2).

3.02 Closing hours

1° No client shall be admitted to a hairdressing salon outside of the following schedule:

a) On Tuesdays and Wednesdays: from 8 h 30 to 18 h;

b) On Thursdays and Fridays: from 8 h 30 to 21 h;

c) On Saturdays: from 8 h to 17 h.

The schedule for these days is the one provided in the Act respecting commercial establishment business hours. Any amendment to this Act subsequent to 23 May 1984 shall amend the opening and closing hours provided in this paragraph;

2° However, hairdressing salons are permitted to open on Wednesdays and Fridays until 21 h or Thursdays and Fridays until 21 h, as they prefer. That choice shall be indicated in writing to the Parity Committee within the week following 23 May 1984. Such choice shall remain in force until 1 July 1985.

3° However, the hour beyond which a customer cannot be admitted shall be 21 h, during the period extending from 11 to 23 December inclusively and 18 h on 24 and 31 December. During the period extending from 11 to 23 December, salons shall close on Saturdays, at 17 h.

4.00 General holidays with pay

4.01 For any employee, St. John the Baptist Day shall be a general holiday with pay, in accordance with the National Holiday Act (R.S.Q., c. F-1.1).

4.02 The following days shall be general holidays with pay: New Year's Day, the day following Easter, 1 July, the first Monday in September, the second Monday in October and 25 December.

4.03 On one of the holidays provided in section 4.02, the employer shall grant the employee the indemnity provided in section 4.04 or grant him an extra day on a date agreed upon between the employer and the employee.

No one may reduce the employee's wage because a day indicated in section 4.02 is a holiday.

4.04 An employee paid on an hourly, time, incentive basis or another basis, shall receive for each general holiday with pay, an indemnity equal to his usual hourly wage, for an 8-hour period.

4.05 To be entitled to a holiday provided in section 4.02, an employee shall have completed 60 days of continuous service in the enterprise and not be absent from work without the employer's authorization or without a valid reason, the day before or following such day.

4.06 When a general holiday with pay falls on a Sunday, or Monday, it shall be taken on the following Tuesday.

4.07 When an employee is on an annual vacation during one of the holidays provided in section 4.02, the employer shall grant him the indemnity provided in section 4.04 or shall grant him one extra day on a date agreed upon between the employer and the employee.

5.00 Miscellaneous leaves

5.01 An employee may be absent from work for one day, without a loss in wages, on the occasion of the death or funeral of a child, the person to whom he is married or with whom he lives maritally within the meaning of subparagraph 3 of section 1 of the Act respecting labour standards (R.S.Q., c. N-1.1), of his father, mother, a brother or sister. He may also be absent for 3 other days on such occasion but without wages.

5.02 An employee may be absent from work for 1 day, without a loss in wages, on his wedding day. An employee may also be absent from work without wages, on the wedding day of one of his children and for 2 days on the occasion of the birth or adoption of a child.

5.03 Maternity leave: Employees shall be entitled to a maternity leave, in accordance with the Regulation respecting labour standards (c. N-1.1, r. 3) or according to any further Regulation that could amend or replace it.

6.00 Annual vacation with pay

6.01 Qualifying period: This period shall extend from 1 January to 31 December of a same year.

6.02 The employee who, on 1 January, has less than 1 year of continuous service with the same employer or in a same salon, shall receive a continuous annual vacation whose duration shall be determined at the rate of one standard day of work per month of service, without the total duration exceeding 2 weeks.

The vacation pay shall be 4 % of the employee's gross earnings during the qualifying period.

6.03 The employee who, on 1 January, has 1 year of continuous service with his employer or in a same salon, shall receive a continuous annual vacation of a minimum duration of 2 weeks.

The vacation pay shall be 4 % of the employee's gross earnings during the qualifying period.

6.04 The employee who, on 1 January, has 10 years of continuous service with his employer or in a same salon, shall receive an annual vacation of a minimum duration of 3 weeks, 2 of which are continuous.

The vacation pay shall be 6 % of the employee's gross earnings during the qualifying period.

6.05 The employer has the privilege of fixing the date of the annual vacation period, but he shall notify the employee at least 30 days in advance.

6.06 The annual vacation shall be taken within 12 months following the end of the qualifying year. A period of time in which salary, sickness or disability-insurance is in progress and is interrupted by an annual vacation shall be continued, if such is the case, after the holidays as if it had not been interrupted.

6.07 The annual vacation may be divided into 2 periods upon the employee's request. However, a vacation of one week or less cannot be divided.

6.08 An employer shall not replace the annual vacation with pay by a monetary compensation. The 3rd week of vacation may be replaced by a monetary compensation at the employee's request, if the establishment closes its doors for 2 weeks on the occasion of the annual vacation.

6.09 An employee shall receive his annual vacation pay in one payment before the beginning of the vacation.

6.10 Upon cancellation of the work contract, the employee shall receive any annual vacation pay, acquired before the preceding 1 January, if not taken, and the indemnity owing to him for the period elapsed since the said date.

6.11 Despite any other provision of the Decree respecting the annual vacation with pay, the employer shall grant the employee conditions at least equal to those provided in sections 66 to 77 of the Act respecting labour standards or in any further Regulation adopted under this Act.

7.00 Provisions respecting wages

7.01 No benefit having a pecuniary value shall be considered in the remuneration provided in the Decree.

7.02 Wages shall be paid in cash in a sealed envelope or by cheque. The payment may also be made by bank transfer.

An employee is deemed not to have received payment of the wages due to him if the cheque delivered to him is not cashable within the 2 working days following its receipt.

7.03 The wages of an employee must be paid directly to him, at his place of employment and on a working day, except when the payment is made by bank transfer or is sent by mail.

The wages of an employee may also, at his written request, be remitted to a third person.

7.04 If the usual day for the payment of wages falls on a general holiday with pay, wages are paid to the employee on the working day preceding that day.

7.05 No signing formality other than that establishing that the sum remitted to the employee corresponds to the amount of net wages indicated on the pay sheet may be required upon payment of wages.

7.06 Acceptance of a pay sheet by an employee does not entail renunciation of the payment of all or part of the wages that are due to him.

7.07 An employer may make deductions from wages only when he is required to do so pursuant to an

act, a regulation, a court order, a collective agreement or a decree or unless he is authorized to do so in writing by the employee. The employee may at any time revoke the said authorization, except when it pertains to membership in a group insurance plan, or a supplemental pension plan within the meaning of the Act respecting supplemental pension plans (R.S.Q., c. R-17). The employer shall remit the sums so withheld to their intended receiver.

7.08 Despite any other provision of the Decree, the employer shall grant the employee conditions at least equal to those provided for in the Act respecting labour standards or in any Regulation adopted under the Act.

8.00 Provisions respecting overtime hours

8.01 Work performed in addition to the standard workweek shall be paid time and a half the usual hourly wages received by the employee excluding premiums scheduled on an hourly basis.

8.02 In order to compute overtime hours, annual vacations and general holidays with pay shall be considered as workdays.

9.00 Miscellaneous provisions

9.01 When an employer obliges his employees to wear a uniform, no deduction may be made from the minimum wage, to buy, use or clean this uniform.

9.02 An employer may rent a part of his chairs to an apprentice provided that he respects strictly the ratio of the number of qualified employees/apprentices provided in the Decree. In such a case, he shall report the hours worked by the apprentice concerned to the Parity Committee.

10.00 Prior notice and work certificate

10.01 Except in the case of a contract with a specific duration, an employee who has at least 3 months of continuous service with the same employer shall be entitled to a written prior notice before he is dismissed or laid off for at least 6 months.

The prior notice provided in the first paragraph shall consist of 1 week when the employee has less than 1 year of continuous service; 2 weeks when he has from 1 year to 5 years of continuous service; 4 weeks when he has from 5 to 10 years of continuous service or more.

10.02 Except in the cases of serious error by an employee or a fortuitous event, the employer who fails to give the prior notice provided in section 10.01, shall grant the employee at the time he leaves, a monetary compensation equal to the latter's wages for a period equal to that of the prior notice.

10.03 Upon expiration of the work contract, the employee may demand that his employer issue him a work certificate stating exclusively the nature and duration of his employment, the dates when his work began and terminated, and the name and address of his employer. The certificate shall not mention the quality of the work or the employee's behavior.

11.00 Wages

11.01 The permanent employee in Class A shall receive at least the following wages:

1° the regulation rate increased by 25 % for each hour worked;

2° a commission on the weekly receipts of his work exceeding double his basic weekly wage. The commission shall be computed as follows:

Amount of excess receipts	Rate of the commission
up to 300 \$	30 %
from 300,01 \$ to 400,00 \$	35
from 400,01 \$ to 500,00 \$	40
from 500,01 \$ to 600,00 \$	45
over 600 \$	50

11.02 The permanent employee in class B shall receive at least the following wages:

1° the regulation rate increased by 20 % for each hour worked;

2° a commission on the weekly receipts of his work exceeding double his basic weekly wage. The commission shall be computed as follows:

Amount of excess receipts	Rate of the commission
up to 300 \$	25 %
from 300,01 \$ to 400,00 \$	30
from 400,01 \$ to 500,00 \$	35
from 500,01 \$ to 600,00 \$	40
over 600 \$	45

11.03 The temporary, supernumerary or substitute employee, in Class A or B, shall receive at least the following wages:

1° the regulation rate increased by 15 %;

2° a commission on the weekly receipts of his work exceeding double his basic weekly wage. The commission shall be computed as follows:

Amount of excess receipts	Rate of the commission
up to 300 \$	20 %
from 300,01 \$ to 400,00 \$	25
from 400,01 \$ to 500,00 \$	30
from 500,01 \$ to 600,00 \$	35
over 600 \$	40

11.04 The first year apprentice shall receive the regulation rate for each hour worked plus 5 % commission on the weekly receipts of his work exceeding double his basic wage.

11.05 The second year apprentice shall receive the regulation rate increased by 2½ % for each hour worked plus a 7½ % commission on the weekly receipts of his work exceeding double his basic wage.

11.06 The third year apprentice shall receive the regulation rate increased by 5 % for each hour worked plus a 10 % commission on the weekly receipts of his work exceeding double his basic wage.

11.07 The permanent employee in Class A or B as well as the temporary supernumerary or substitute employee, in Class A or B, may, at his request, benefit from the assistance of an apprentice or another hairdresser in Class A or B.

However, in order to compute the commission to be paid on the weekly receipts of his work, as established in sections 11.01 to 11.03, the employer shall be authorized to deduct from the amount of the weekly receipts of the employee who benefits from such assistance, the costs thus incurred before the computation of the amount of the commission to be paid.

11.08 Higher amount: At no time, the employer or the professional employer shall be entitled to reduce the wages of employees receiving more than the minimum wages established by the Decree.

11.09 For the purpose of the application of this Division, "regulation rate" means the minimum wage rate provided in the Regulation respecting labour standards or any further Regulation that could amend or replace it.

12.00 Minimum prices for services

12.01 The professional employer, the employer, the artisan and the employee shall demand from the public at least the following prices for the services mentioned below:

1° ladies' hairdressing:

a) permanent wave, alone or all inclusive	25,00 \$
b) haircut	6,50

c) set	6,50 \$
d) dyeing, alone or with set	13,00
e) straightener, alone or with set	18,00
f) frosting or colour stripping, alone or with set	23,00
g) bleach, alone	11,00
h) haircut and set	11,50
2° men's hairdressing:	
a) haircut for adults	6,00 \$
b) haircut for children	4,50
c) haircut, shampoo and set	9,25
d) dyeing and set	14,00
e) set	6,00

13.00 Temporary employee

13.01 For the temporary or supernumerary employee in Class A or B, the standard workweek shall not exceed 30 hours."

2. Division 9.00 of the Decree shall become Division 14.00

3. Division 16.00 of the Decree is replaced by the following Division and Schedule 1:

"16.00 Term of the Decree

16.01 The Decree shall remain in force until 31 December 1984. It is then automatically renewed from year to year thereafter, unless one of the contracting parties is opposed and gives a written notice to the Minister of Labour and to any other contracting party during November of 1984 or of any subsequent year."

SCHEDULE 1

(s. 1.01)

Region 03 — Québec

Beaulac, Courcelles, paroisse de Disraeli, village de Disraeli, Garthby, Gayhurst-Partie-Sud-Est, Lac-Drolet, La Guadeloupe, Lambton, Risborough et Partie de Marlow, Saint-Évariste-de-Forsyth, Saint-Fortunat, paroisse de Saint-Gédéon, village de Saint-Gédéon, Saint-Hilaire-de-Dorset, Saint-Jacques-le-Majeur-de-Wolfestown, Saint-Julien, Saint-Ludger, Saints-Martyrs-Canadiens, Sainte-Praxède, Saint-Robert-Bellarmin, Saint-Sébastien, Saint-Théophile.

Region 05 — Estrie

Asbestos, Ascot, Ascot-Corner, Audet, Ayer's-Cliff, Barford, Barnston, Barnston-Ouest, Beebe-Plain, Bishopton, Brompton, Bromptonville, Brompton-Gore, Bury, Chartierville, Cleveland, Clifton-Partie-Est, Coaticook, canton de Compton, village de Compton, Compton-Station, Cookshire, Danville, Deauville, Ditton, Dixville, Dudswell, East-Angus, Eaton, Fleurimont, Fontainebleau, Frontenac, Hampden, Ham-Nord, village de Hatley, canton de Hatley, Hatley-Partie-Ouest, Hereford, Kingsbury, La Patrie, Laç-Mégantic, Lennoxville, Lingwick, canton de Magog, Magog, Marbleton, Marston, Martinville, canton de Melbourne, village de Melbourne, Milan, Nantes, Newport, North-Hatley, Notre-Dame-des-Bois, Notre-Dame-de-Lourdes-de-Ham, Ogden, Omerville, Orford, Piopolis, Richmond, Rock-Forest, Rock-Island, Sainte-Catherine-de-Hatley, Sainte-Cécile-de-Whitton, Sainte-Edwidge-de-Clifton, Saint-Adrien, Saint-Augustin-de-Woburn, Saint-Camille, Saint-Claude, Saint-Denis-de-Brompton, Saint-Élie-d'Orford, Saint-François-Xavier-de-Brompton, canton de Saint-Georges-de-Windsor, village de Saint-Georges-de-Windsor, Saint-Gérard, Saint-Grégoire-de-Greenlay, Saint-Herménégilde, village de Saint-Herménégilde, Saint-Isidore-d'Auckland, Saint-Joseph-de-Ham-Sud, Saint-Malo, Saint-Mathieu-de-Dixville, Saint-Romain, Saint-Venant-de-Hereford, Sawyerville, Scotstown, Sherbrooke, Shipton, Stanstead, Stanstead-Plain, Stanstead-Est, Stoke, Stornoway, Stratford, Trois-Lacs, Val-Racine, Waterville, Weedon, Weedon-Centre, Westbury, canton de Windsor, Wotton, Wottonville."

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

Gouvernement du Québec

O.C. 1095-84, 9 May 1984

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

Hairdressers

— Sherbrooke

— Amendments

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

WHEREAS, pursuant to 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 "L'Association des coiffeurs pour hommes du district de Saint-François", contracting party of the first part to the Decree respecting hairdressers in the Sherbrooke region (R.R.Q., 1981, c. D-2, r. 22), extended by Orders in Council 2965-82 of 15 December 1982, 1404-83 of 22 June 1983 and 2350-83 of 16 November 1983 and amended by Order in Council 1094-84 of 9 May 1984, has submitted to the Minister of Labour a petition to amend its name as contracting party to this Decree;

WHEREAS this petition was published in the *Gazette officielle du Québec* of 22 February 1984;

WHEREAS the objection set forth was considered as required by 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 hairdressers in the Sherbrooke region, attached hereto, be adopted.

LOUIS BERNARD,

Clerk of the Conseil exécutif

Decree amending the Decree respecting hairdressers in the Sherbrooke region

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

1. The Decree respecting hairdressers in the Sherbrooke region (R.R.Q., 1981, c. D-2, r. 22), extended by Orders in Council 2965-82 of 15 December 1982, 1404-83 of 22 June 1983 and 2350-83 of 16 November 1983 and amended by Order in Council 1094-84 of 9 May 1984, is amended with regard to the list of contracting parties, by replacing the contracting party of the first part "L'Association des coiffeurs pour hommes du district de Saint-François" by: "L'Association des propriétaires de salons de coiffure du district de Saint-François;"

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

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Gouvernement du Québec

O.C. 1097-84, 9 May 1984

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

Women's clothing — Amendments

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

WHEREAS, pursuant to 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 women's clothing industry (R.R.Q., 1981, c. D-2, r. 26), amended by Order in Council 2881-82 of 8 December 1982, have petitioned the Minister of Labour to submit to the Government for consideration and decision the following amendments to this Decree;

WHEREAS this petition was published in the *Gazette officielle du Québec* of 4 January 1984;

WHEREAS the objections set forth have been considered as required by 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 women's clothing industry, attached hereto, be adopted.

LOUIS BERNARD,
Clerk of the Conseil exécutif

Decree amending the Decree respecting the women's clothing industry

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

1. The Decree respecting the women's clothing industry (R.R.Q., 1981, c. D-2, r. 26), amended by Order in Council 2881-82 of 8 December 1982, is further amended by replacing section 3.02 by the following:

3.02 Exception: Despite section 3.01, the standard workday and the hour for the noon meal may begin at another time provided that the standard workday be scheduled over 8 hours at the most and that it shall not begin before 7 h or end after 17 h. The one hour off for the noon meal shall be scheduled between 11 h and 13 h 30.

The employer who chooses to schedule the standard workday or the one hour off for the noon meal at a time different from the one provided in section 3.01, shall meet the following conditions:

(a) obtain the consent of the majority of the employees concerned;

(b) notify the Parity Committee in writing, at least one week in advance, of the schedule of the standard workday or the one hour off for the noon meal period observed in his establishment."

2. Section 3.04 of this Decree is amended:

1° by replacing subsection *d* by the following:

"(d) on Friday:

i. after 16 h, if the regular workday starts at 8 h with one hour off for lunch;

ii. after 15 h 30, if the regular workday starts at 7 h 30 with one hour off for lunch;

iii. after 15 h, if the regular workday starts at 7 h with one hour off for lunch."

2° by adding after subsection *f*, the following:

"(g) during the July vacation period."

3. This Decree is amended by adding after section 3.04, the following:

3.05 Late arrivals: When an employee reports in late to work, only the amount equivalent to the exact time he was late shall be deducted from his pay.

3.06 An employee who reports to work without having been previously notified that his services were not needed or whose time at work is inferior to 4 hours because of a lack of work, shall be entitled to wages equal to 4 hours of work.

However, the employer is not obliged to pay such wages if he was unable to notify the employee on time because of a fortuitous event.

3.07 In the case of a work interruption during a standard workday because of a fortuitous event, the employer shall pay his employees when he asks them to keep their positions.

However, when the employer authorizes his employees to leave, he is not obliged to pay them."

4. Section 4.04 of this Decree is replaced by the following:

"**4.04** Employees paid on a piece-rate basis shall receive, for each overtime hour, time and a half the hourly average of his earnings for the week during which overtime work is performed.

The hourly average shall be equal to his piece-rate pay for the current week divided by the number of hours performed during such period.

However, the wage shall not be inferior to the minimum hourly rate provided for his employment paid at time and a half."

5. This Decree is amended by adding after section 4.06, the following:

"**4.07** A 15-minute rest period with pay shall be granted at the end of the standard workday to any employee asked to work overtime hours.

4.08 Any hour of work carried out in addition to the standard workday is considered as overtime."

6. Section 5.01 of this Decree is replaced by the following:

"**5.01 General Increases:** Employees, except those with less than 250 hours of experience in the industry, who are present or absent because of sickness, pregnancy, a slack period or layoff, shall receive the following general increases:

(a) as of 23 May 1984, 0,25 \$ an hour on the rate effectively paid on such date. However, the employer who, as of 1 January 1984, has already granted an increase to his employees is obliged to pay only the difference between 0,25 \$ and such increase;

(b) as of 3 September 1984, 0,25 \$ an hour on the rate effectively paid on such date;

(c) as of 4 March 1985, 0,25 \$ an hour on the rate effectively paid.

However, if the increases provided in subsections a, b and c are not sufficient to cover the minimum hourly wage provided in section 5.03 of the Decree, the employer shall make up the difference."

7. This Decree is amended by abrogating section 5.02.

8. Sections 5.03, 5.04 and 5.05 of this Decree are replaced by the following:

"**5.03** All employees shall receive on the dates provided below the following minimum hourly wage rates:

Crafts	As of 23 May 1984	As of 3 September 1984	As of 4 March 1985
Any employee other than the sample maker, draper and spreader:			
— the first 250 hours in the industry	4,00 \$	4,00 \$	4,00 \$
Cutter, class I	9,19	9,69	10,19
Cutter, class II:			
— from 251 h to 625 h	4,40	4,50	4,60
— from 626 h to 875 h	5,00	5,25	5,50
— from 876 h to 1 125 h	5,55	6,10	6,30
— from 1 126 h to 1 250 h	6,30	6,80	7,10
— from 1 251 h to 1 625 h	7,05	7,55	7,90
— from 1 626 h to 2 125 h	7,80	8,30	8,80
— as of 2 126 h	8,88	9,38	9,88

Crafts	As of 23 May 1984	As of 3 September 1984	As of 4 March 1985
Piler:			
— from 251 h to 625 h	4,40 \$	4,50 \$	4,60 \$
— from 626 h to 875 h	5,00	5,25	5,50
— as of 876 h	5,88	6,38	6,88
Spreader	8,10	8,60	9,10
Separator:			
— from 251 h to 625 h	4,40	4,50	4,60
— from 626 h to 875 h	5,00	5,25	5,50
— as of 876 h	5,88	6,38	6,88
Presser:			
— from 251 h to 625 h	4,40	4,50	4,60
— from 626 h to 875 h	5,00	5,25	5,50
— from 876 h to 1 125 h	5,55	6,10	6,30
— from 1 126 h to 1 250 h	6,30	6,80	7,10
— from 1 251 h to 1 625 h	7,05	7,55	7,90
— as of 1 626 h	7,80	8,30	8,80
Under presser:			
— from 251 h to 625 h	4,40	4,50	4,60
— from 626 h to 875 h	5,00	5,25	5,50
— from 876 h to 1 125 h	5,55	6,10	6,30
— from 1 126 h to 1 250 h	6,30	6,80	7,10
— as of 1 251 h	7,05	7,55	8,05
Assistant presser:			
— from 251 h to 625 h	4,40	4,50	4,60
— from 626 h to 875 h	5,00	5,25	5,50
— from 876 h to 1 125 h	5,55	6,10	6,30
— from 1 126 h to 1 250 h	6,30	6,80	7,10
— as of 1 251 h	6,50	7,00	7,50
Sample maker	6,28	6,78	7,28
Operator:			
— from 251 h to 625 h	4,40	4,50	4,60
— from 626 h to 875 h	4,70	4,85	5,00
— from 876 h to 1 125 h	5,05	5,25	5,50
— from 1 126 h to 1 250 h	5,40	5,75	6,05
— from 1 251 h to 1 625 h	5,78	6,25	6,60
— as of 1 626 h	6,28	6,78	7,28
Operator assigned to leather garment:			
— from 251 h to 625 h	4,40	4,50	4,60
— from 626 h to 875 h	4,70	4,85	5,00
— from 876 h to 1 125 h	5,05	5,25	5,50
— from 1 126 h to 1 250 h	5,40	5,75	6,05
— from 1 251 h to 1 625 h	5,78	6,25	6,60
— as of 1 626 h	6,28	6,78	7,28

Crafts	As of 23 May 1984	As of 3 September 1984	As of 4 March 1985
Section worker:			
— from 251 h to 625 h	4,40 \$	4,50 \$	4,60 \$
— from 626 h to 875 h	4,70	4,85	5,00
— from 876 h to 1 125 h	5,05	5,25	5,50
— from 1 126 h to 1 250 h	5,40	5,75	6,05
— as of 1 251 h	6,28	6,78	7,28
Special machine operator:			
— from 251 h to 625 h	4,40	4,50	4,60
— from 626 h to 875 h	4,70	4,85	5,00
— from 876 h to 1 125 h	5,05	5,25	5,50
— from 1 126 h to 1 250 h	5,40	5,75	6,05
— as of 1 251 h	6,01	6,51	7,01
Operator assigned to fur trimmings:			
— from 251 h to 625 h	4,40	4,50	4,60
— from 626 h to 875 h	4,70	4,85	5,00
— from 876 h to 1 125 h	5,05	5,25	5,50
— from 1 126 h to 1 250 h	5,40	5,75	6,05
— as of 1 251 h	6,07	7,05	7,55
Fur tailor:			
— from 251 h to 625 h	4,40	4,50	4,60
— from 626 h to 875 h	4,70	4,85	5,00
— from 876 h to 1 125 h	5,05	5,25	5,50
— from 1 126 h to 1 250 h	5,40	5,75	6,05
— from 1 251 h to 1 625 h	6,55	7,05	7,55
— as of 1 626 h	7,18	7,68	8,18
Draper			
	6,18	6,68	7,18
Vaster:			
— from 251 h to 625 h	4,40	4,50	4,60
— from 626 h to 875 h	4,70	4,85	5,00
— from 876 h to 1 125 h	5,05	5,25	5,50
— from 1 126 h to 1 250 h	5,40	5,75	6,05
— as of 1 251 h	6,07	6,57	7,07
Finisher:			
— from 251 h to 625 h	4,40	4,50	4,60
— from 626 h to 875 h	4,70	4,85	5,00
— from 876 h to 1 125 h	5,05	5,25	5,50
— from 1 126 h to 1 250 h	5,40	5,75	6,05
— as of 1 251 h	6,07	6,57	7,07
Examiner:			
— from 251 h to 625 h	4,40	4,50	4,60
— from 626 h to 875 h	5,00	5,25	5,50
— as of 876 h	5,88	6,38	6,88
Assistant fur tailor:			
— from 251 h to 625 h	4,40	4,50	4,60
— as of 626 h	5,03	5,53	6,03

Crafts	As of 23 May 1984	As of 3 September 1984	As of 4 March 1985
General hand:			
— from 251 h to 625 h	4,40 \$	4,50 \$	4,60 \$
— from 626 h to 875 h	5,00	5,25	5,50
— as of 876 h	5,75	6,25	6,75

5.04 The employee who has worked 250 hours in the industry governed by the Decree shall be considered as having 250 hours in any craft.

5.05 (a) The employer shall not reduce the piece-rate that was paid for similar work immediately before a wage increase;

(b) the employer who changes his method of payment, from the hourly rate to the piece-rate, shall grant the hourly increase based on the hourly rate paid before the method of payment was changed if the employee returns to the hourly method of payment.”

9. Section 5.07 of this Decree is replaced by the following:

“5.07 Special provision respecting wages: Despite any other provision of the Decree the employer shall grant the employee at least the minimum hourly wage which would be payable to him according to the Regulation respecting labour standards (R.R.Q., 1981, c. N-1.1., r. 3) or according to any further Regulation that could amend or replace it.”

10. Section 10.01 of this Decree is replaced by the following:

“10.01 The Decree shall remain in force until 31 July 1985. It is then automatically renewed from year to year thereafter, unless one of the contracting parties is opposed and gives a written notice to the Minister of Labour and to any other contracting party during May of 1985 or of any subsequent year.”

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

Notices

Notice of approval of a Regulation

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

Furniture — **Monthly report**

Pursuant to subsection *h* of section 22 of the Act respecting collective agreement decrees (R.S.Q., c. D-2), the Minister of Labour, Mr. Raynald Fréchette, hereby gives notice that the Joint Committee of the Furniture Industry adopted the Regulation respecting the monthly report, attached hereto, at its meeting held on 15 February 1984.

YVAN BLAIN,
Deputy Minister

Regulation respecting the monthly report of the Joint Committee of the Furniture Industry

An Act respecting collective agreement decrees
(R.S.Q., c. D-2, s. 22, subs. *h*)

1. The professional employer governed by the Decree respecting the furniture industry, adopted by Order in Council 1809-83 of 1 September 1983, shall submit to the Committee, a written monthly report, on which are shown the complete name, address and social insurance number of each employee, his competency, the number of regular and overtime hours worked each week, the nature of such work and the wage paid.

2. This report shall be submitted to the head office of the Committee on or before the 10th of each month and covers the preceding month even in the case when no work was performed.

3. The professional employer shall use the form supplied by the Committee for the preparation and submission of this report.

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

Notice of approval of a Regulation

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

The Chairman of the Office des professions du Québec hereby gives notice in accordance with section 94 of the Professional Code that the Regulation respecting the period of professional training and the acts that may be performed by a person serving such training made by the Bureau of the Ordre des pharmaciens du Québec and published in Part 2 of the *Gazette officielle du Québec* of 28 March 1984, was approved without modification upon the recommendation of the Minister responsible for the application of the laws respecting the professions, Mr. Yves Bérubé, on 9 May 1984 under Order in Council 1067-84 attached hereto with the text of the Regulation as approved.

Therefore, the Regulation comes into force on the day of publication of a notice in the *Gazette officielle du Québec* that it has been approved by the Government.

ANDRÉ DESGAGNÉ,
*Chairman of the Office
des professions du Québec*

Gouvernement du Québec

O.C. 1067-84, 9 May 1984

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

Pharmacists

— Period of professional training and the acts that may be performed by a person serving such training

Regulation respecting the period of professional training and the acts that may be performed by a person serving such training of the Ordre des pharmaciens

WHEREAS under paragraph *h* of section 94 of the Professional Code (R.S.Q., c. C-26), the Bureau of the Ordre des pharmaciens du Québec may, by regulation, determine the professional acts that may be performed by a person serving a period of professional training and the conditions under which he may perform these acts;

WHEREAS under paragraph *i* of section 94 of the Professional Code (R.S.Q., c. C-26), the Bureau of the Ordre des pharmaciens du Québec may, by regulation,

determine the other terms and conditions for issuing permits, specialist's certificates or special authorizations, particularly in relation to professional examinations;

WHEREAS under the first paragraph of section 95 of the Professional Code, the Regulation was published in Part 2 of the *Gazette officielle du Québec* of 28 March 1984, with notice that it would be submitted to the Government for approval at least 30 days thereafter;

WHEREAS it is expedient to approve the Regulation as it appears, with amendments, attached hereto;

IT IS ORDERED, therefore, upon the recommendation of the Minister responsible for the administration of legislation concerning the professions:

THAT the Regulation entitled "Regulation respecting the period of professional training and the acts that may be performed by a person serving such training", attached hereto, be approved.

LOUIS BERNARD,
Clerk of the Conseil exécutif

Regulation respecting the period of professional training and the acts that may be performed by a person serving such training

Professional Code
(R.S.Q., c. C-26, s. 94, par. *h* and *i*)

1. The provisions in chapters 1, 2 and 3 of the "Regulation respecting the period of professional training and the acts that may be performed by a person serving such training", approved by Order in Council 1232-79 amended by Orders in Council 818-84 dated 4 April 1984 and 898-84 dated 11 April 1984, are adopted.

2. This Regulation comes into force on the day of publication in the *Gazette officielle du Québec* of a notice stating that it has been approved by the Government and remains in force until 23 May 1986.

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Proclamations

[L.S.]
Gouvernement
du Québec

J. GILLES LAMONTAGNE

Proclamation

COMING INTO FORCE of certain provisions of the Act to amend the Automobile Insurance Act and other legislation (1982, c. 59)

THE GOUVERNEMENT DU QUÉBEC PROCLAIMS THAT:

Sections 57 and 58 of the Act to amend the Automobile Insurance Act and other legislation come into force on 16 May 1984.

BACKGROUND:

This proclamation is in pursuance of a recommendation of the Minister of Transport adopted on 2 May 1984, by Order in Council 1045-84 of the Gouvernement du Québec.

The Act to amend the Automobile Insurance Act and other legislation was assented to on 16 December 1982.

Under section 73 of the Act, it comes into force on the date fixed by proclamation of the Government, except for the provisions excluded by the proclamation, which will come into force, in whole or in part, on any later date that may be fixed by proclamation of the Government, and except for section 65, which comes into force on the day of assent and applies from 1 March 1982.

Under Order in Council 3084-82 of the Gouvernement du Québec dated 21 December 1982, the Act came into force by proclamation on 1 January 1983, except for paragraph 2 of section 5, and sections 6 to 11, 13, 14, 16 to 18, 21 to 23, 25, 26, 31 to 47, 50 to 53, 55 to 58, 62 and 67 to 69.

Under Order in Council 318-83 of the Gouvernement du Québec dated 23 February 1983, sections 31 to 35, 62 and 67 to 69 of the Act came into force by proclamation on 1 March 1983.

Under Order in Council 1262-83 of the Gouvernement du Québec dated 15 June 1983, sections 6, 7, 8, 9, 13, 14, 16, 17, 18, 21, 23 and the second paragraph of section 36 of the Act to amend the Automobile Insurance Act and other legislation, and the third paragraph of section 26 of the Act respecting the Automobile Insurance enacted by section 10 of the Act to amend the Automobile Insurance Act and other legislation came into force by proclamation on 1 July 1983.

Under Order in Council 2720-83 of the Gouvernement du Québec dated 21 December 1983, sections 25, 26, 47, 53, 55 and 56 of the Act came into force by proclamation on 1 January 1984.

Under Order in Council 500-84 of the Gouvernement du Québec dated 29 February 1984, the second paragraph of section 26 of the Automobile Insurance Act, enacted by section 10 of the Act to amend the Automobile Insurance Act and other legislation and section 11, 38 to 41 and 50 to 52 of the Act to amend the Automobile Insurance Act and other legislation came into force by proclamation on 14 March 1984.

Québec, 2 May 1984

DANIEL JACOBY
Deputy Attorney-General

Libro: 507
Folio: 92

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[L.S.]

J. GILLES LAMONTAGNE

Gouvernement
du Québec**Proclamation**

COMING INTO FORCE of section 17 of the Act to amend various fiscal laws (1983, c. 49)

THE GOUVERNEMENT DU QUÉBEC PROCLAIMS THAT:

Section 17 of the Act to amend various fiscal laws comes into force on 1 May 1984.

BACKGROUND:

This proclamation is in pursuance of a recommendation by the Minister of Revenue adopted on 25 April 1984 by Order in Council 990-84 of the Gouvernement du Québec.

The Act to amend various fiscal laws was assented to on 21 December 1983.

Under section 17 of the said Act, section 1045 of the Taxation Act (R.S.Q., c. I-3) is replaced in order to eliminate the additional penalty of 1 % for each month, for individuals who file a late fiscal return.

Section 56 of the said Act stipulates that it comes into force on the day of its sanction, except for sections 7 to 9, 17 to 21, 23, 36, 37, 39, 43 to 45 and 49 to 53, which will come into force, in whole or in part, on any later dates fixed by proclamation of the Government.

These sections, except for sections 17 and 39 respecting corporations and authorized agents of the Minister of Revenue came into force by proclamation on 1 January 1984, under Order in Council 2713-83 of the Gouvernement du Québec.

Québec, 25 April 1984

DANIEL JACOBY,
Deputy Attorney-General

Libro: 507
Folio: 88

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[L.S.]
Gouvernement
du Québec

J. GILLES LAMONTAGNE

Proclamation

COMING INTO FORCE of the fourth paragraph of the section 78 of the Professional Code replaced by section 21 of the Act to amend various legislative provisions (1983, c. 54)

THE GOUVERNEMENT DU QUÉBEC PROCLAIMS THAT:

The fourth paragraph of section 78 of the Professional Code, as replaced by section 21 of the Act to amend various legislative provisions, comes into force on 25 April 1984.

BACKGROUND:

This proclamation is in pursuance of a recommendation of the Minister responsible for the application of professional laws adopted on 25 April 1984, by Order in Council 966-84, of the Gouvernement du Québec.

The Act to amend various legislative provisions was assented to on 22 December 1983.

Under section 123 of the Act, it came into force on the day of its sanction, subject to paragraphs 1° to 3° of the section.

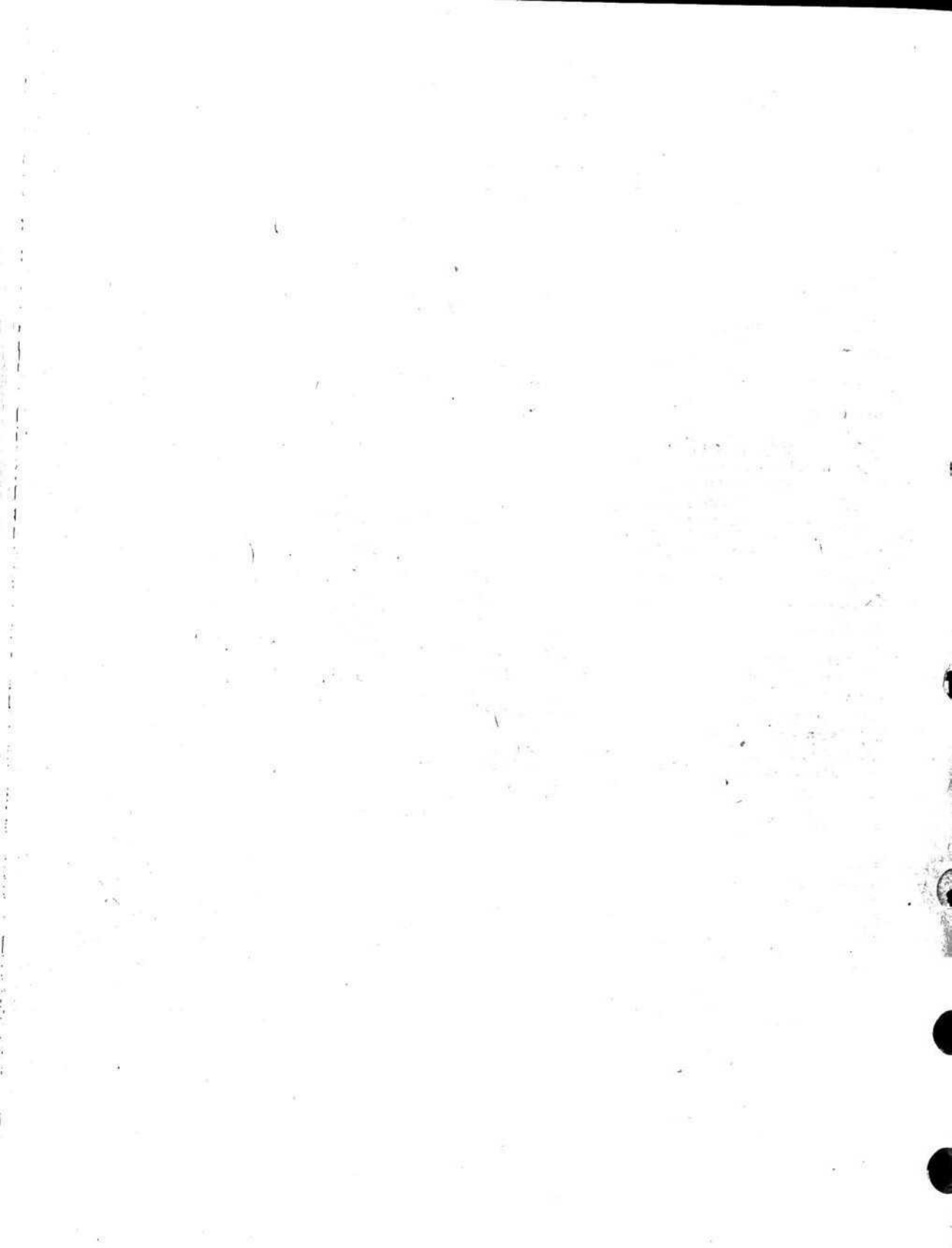
Under paragraph 1°, the fourth paragraph of section 78 of the Professional Code, as replaced by section 21 of the Act to amend various legislative provisions, comes into force on the date fixed by proclamation of the Government with the exception of the provisions excluded from the proclamation, which will come into force on any later date that may be fixed by proclamation of the Government.

Québec, 25 April 1984

DANIEL JACOBY,
Deputy Attorney-General

Libro: 507
Folio: 89

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