

Revenues and expenditures

for the fiscal year ended on March 31, 2006

Revenues

	2006	2005
Levy	\$ 52 095 369	\$48 536 499
Interest on investments	697 831	655 497
Other	217 293	293 608
	53 010 493	49 485 604

Expenditures

Salary and fringe benefits	32 892 669	31 953 904
Professional and administrative services	2 318 875	2 253 969
Traveling expenses	1 190 930	1 364 573
Telecommunications and mail	1 250 847	1 301 702
Advertising and information	582 602	632 527
Rental of premises, equipment and other	3 834 226	3 416 777
Maintenance	856 309	868 438
Supplies	630 823	683 745
Interest and bank charges	12 937	11 535
Amortization of fixed assets	1 382 206	1 435 947
Amortization of intangible assets	1 616 703	143 424
Net loss on the assignment of fixed assets	2 086	11 552
	46 571 213	44 078 093

Agreements with the Government of Québec:

Collection fees of the Revenu Québec	411 752	402 888
Reimbursement of the expenses of the Commission des relations du travail	5 924 630	6 121 440

	52 907 595	50 602 421
--	------------	------------

Excess (Insufficiency) of revenues over expenditures

102 898 \$	(1 116 817) \$
------------	----------------

Services des renseignements

If you have questions concerning the application of the Act respecting Labour Standards in your undertaking, get in touch, free of charge, with the Commission des normes du travail.

www.cnt.gouv.qc.ca

Montréal area

514 873-7061

Elsewhere in Québec, toll free

1 800 265-1414

Commission
des normes
du travail

Québec



Respecting Labour Standards:
IT'S YOUR BUSINESS!

www.cnt.gouv.qc.ca

Québec



The Commission des normes du travail (CNT) considers that employers have the prime responsibility for the application of the Act respecting Labour Standards and the National Holiday Act in the establishments that they direct. At the Commission des normes du travail, we want to make sure that you have access to a diversified range of information sources to avoid misunderstandings when it comes to compliance with the various provisions of the Act, which establishes a universal system of labour standards.

Information: the best form of prevention

We offer employers and employees various ways of obtaining information on the Act respecting Labour Standards. Our web site is a key source of information, consulted in 2005-2006 by more than 1.3 million people. Moreover, by registering on our list of subscribers, you will receive our periodic electronic newsletter and you will also be informed each time that a special event (issue of a press release, statutory holidays, amendments to the Act, etc.) takes place. Finally, on the site you will find calculation tools enabling you to establish the various indemnities payable to employees under the Act, a model pay sheet, a model tip-sharing arrangement, and tools that can help prevent psychological harassment in the workplace.

We also offer employers and employees a free telephone information service, as well as recorded information capsules that you can listen to at any time. Employers or their representatives constitute 42.6% of the users of this service.

Requests for information according to the method of inquiry

BY TELEPHONE	Answer from a clerk	Listening to capsules	
	414 574 479 086	105 425 120 133	
VIA THE INTERNET	Consultations	Downloading of publications	E-mail requests
	1 312 916 1 236 825	n.a. * 681 899	27 166 25 411
VISITORS	17 677 21 262		



*n.a.: not available. Due to the change in the software used to compile the statistics of the web site, the data on the number of publication downloads are not available for the 2005-2006 fiscal year.

Publications and information sessions

In 2005-2006, we distributed 759,500 copies of our publications dealing with various subjects (see the list of publications on our web site), namely close to 44% more than during the previous fiscal year (527,813). We also offered 567 information sessions and were present at 47 public events (fairs, exhibitions, conferences). In addition, as part of our advisory assistance intervention program, which was incorporated in our regular investigation and monitoring activities, we made 139 interventions. Finally, we held 45 meetings during our partnership activities with employers.

Compliance with the Act

Along with the efforts made to provide its various clienteles with information, the Commission des normes du travail carries out activities to monitor compliance with the Act respecting Labour Standards and the National Holiday Act. In 2005-2006, the Commission made 3,034 monitoring interventions. Various offences were ascertained in 958 undertakings and 93.1% of these undertakings complied with the Act, without the need for legal proceedings.

Increase in the minimum wage

The general minimum wage rate has been \$7.75 per hour since May 1, 2006, whereas it has been \$7 per hour for employees receiving tips. Moreover, also since May 1, 2006, the minimum wage rate of employees of the clothing sector has stood at \$8.25 per hour. Finally, new wage rates for raspberry, strawberry and apple pickers were established on May 1, 2006. To find out these rates, consult our pamphlet that you will find in PDF format on our web site or get in touch with our Information Service.

Amendments to the Act respecting Labour Standards : a paternity leave

Since January 1, 2006, the father of a newborn is entitled to a 5-week paternity leave without pay. Moreover, a person who adopts the child of his spouse is entitled to a 5-day leave, the first 2 days of which are remunerated if the employee is credited with at least 60 days of uninterrupted service in the undertaking. Finally, the person who adopts the child of his spouse is also entitled to a 52-week parental leave. The paternity leave and the 52-week parental leave for the adoption of the child of one's spouse are leaves paid under the Québec Parental Insurance Plan.

A dynamic pay sheet

In the wake of the results of the survey on the rate of compliance with the Act respecting Labour Standards, the CNT, having chosen prevention as the main axis of its information actions, held a provincial advertising campaign centering on the pay sheet. The aim of this campaign, the first of its kind conducted by the CNT, was to have both employers and employees consult a dynamic pay sheet on our web site, making it possible to find out what elements must appear on the pay sheet and how to apply the ALS for all of the elements making up the wages, including deductions. This "educational" pay sheet also contains links to the tools for calculating wages and indemnities, which were already offered.

This is just one more step towards service delivery over the Internet, an avenue of the future, which the CNT has resolutely embarked upon.

Preventing psychological harassment in the workplace

On June 1, 2006, the CNT published on its web site an assessment of the application of the provisions on psychological harassment to mark the second anniversary of the entry into force of these provisions. You will also find in the "Press release" section of the web site an assessment of the complaints received at each of our regional offices.

The Commission also added to the tools that it already offered a PowerPoint presentation making it possible to host an information session on psychological harassment for personnel in enterprises, a presentation accompanied by an activity guide.

Finally, the Commission presents an expertise report entitled "Portrait et analyse de plaintes déposées pour harcèlement psychologique au travail à la Commission des normes du travail" (Portrait and analysis of complaints concerning psychological harassment in the workplace lodged with the Commission des normes du travail), prepared in January 2006 by the Chaire en gestion de la santé et de la sécurité du travail dans les organisations, the authors of which are Ms. Evelyn Kedi, conflict resolution consultant, and Mr. Jean-Pierre Brun, full professor.

Disclosure of information

In June 2003, the Commission des normes du travail and Revenu Québec renewed an agreement concerning the communication of confidential information which is necessary for the application of the Act respecting Labour Standards.

Contribution

The Commission des normes du travail finances its activities from a contribution collected from employers. The collection of this contribution, stipulated in the Act respecting Labour Standards, is made by Revenu Québec. The contribution rate currently in effect is 0.08% of the remuneration subject to the contribution paid to an employee, up to an annual maximum of \$57,000.

In 2005-2006, the revenues from this contribution, which make up almost the entirety of the revenues of the Commission des normes du travail, stood at \$52,095,369.