



Part 2

LAWS AND REGULATIONS

9 October 2024 / Volume 156

Summary

Table of Contents
Regulations and other Acts
Draft Regulations

Legal deposit – 1st Quarter 1968
Bibliothèque nationale du Québec
© Éditeur officiel du Québec, 2024

All rights reserved in all countries. No part of this publication may be translated, used or reproduced for commercial purposes by any means, whether electronic or mechanical, including micro-reproduction, without the written authorization of the Québec Official Publisher.

NOTICE TO USERS

The *Gazette officielle du Québec* is the means by which the Québec Government makes its decisions official. It is published in two separate editions under the authority of the Act respecting the Ministère de l'Emploi et de la Solidarité sociale and the Commission des partenaires du marché du travail (chapter M-15.001) and the Regulation respecting the *Gazette officielle du Québec* (chapter M-15.001, r. 0.1).

Partie 1, entitled "Avis juridiques", is published at least every Saturday. If a Saturday is a legal holiday, the Official Publisher is authorized to publish it on the preceding day or on the following Monday.

Partie 2, entitled "Lois et règlements", and the English edition, Part 2 "Laws and Regulations", are published at least every Wednesday. If a Wednesday is a legal holiday, the Official Publisher is authorized to publish them on the preceding day or on the Thursday following such holiday.

Part 2 – LAWS AND REGULATIONS

Internet

The *Gazette officielle du Québec* Part 2 is available to all free of charge and is published at 0:01 a.m. each Wednesday at the following address:

www.publicationsduquebec.gouv.qc.ca

Contents

Regulation respecting the *Gazette officielle du Québec*, section 4

Part 2 shall contain:

- (1) Acts assented to;
- (2) proclamations and Orders in Council for the coming into force of Acts;
- (3) regulations and other statutory instruments whose publication in the *Gazette officielle du Québec* is required by law or by the Government;
- (4) regulations made by courts of justice and quasi-judicial tribunals;
- (5) drafts of the texts referred to in paragraphs (3) and (4) whose publication in the *Gazette officielle du Québec* is required by law before they are made, adopted or issued by the competent authority or before they are approved by the Government, a minister, a group of ministers or a government body; and
- (6) any other document published in the French Edition of Part 2, where the Government orders that the document also be published in English.

Rates*

1. Publication of a document in Partie 1:
\$2.03 per agate line.
2. Publication of a document in Part 2:
\$1.35 per agate line.

A minimum rate of \$295 is applied, however, in the case of a publication of fewer than 220 agate lines.

* **Taxes not included.**

General conditions

The electronic files of the document to be published — a Word version and a PDF with the signature of a person in authority — must be sent by email (gazette.officielle@servicesquebec.gouv.qc.ca) and received **no later than 11:00 a.m. on the Monday** preceding the week of publication. Documents received after the deadline are published in the following edition.

The editorial calendar listing publication deadlines is available on the website of the Publications du Québec.

In the email, please clearly identify the contact information of the person to whom the invoice must be sent (name, address, telephone and email).

For information, please contact us:

Gazette officielle du Québec

Email: gazette.officielle@servicesquebec.gouv.qc.ca
425, rue Jacques-Parizeau, 5^e étage
Québec (Québec) G1R 4Z1

Table of Contents

Page

Regulations and other Acts

1450-2024	Cartage industry in the Québec region (Amend.)	3839
1451-2024	Internal regulation of the Comité paritaire des agents de sécurité	3841
1452-2024	Security guards (Amend.)	3846
1453-2024	Automotive services industry in the Lanaudière-Laurentides regions (Amend.)	3849
1454-2023	Internal regulation of the Comité paritaire du personnel de l'industrie de la signalisation routière du Québec	3852
Securities Act — Regulation 25-102 respecting Designated Benchmarks and Benchmark Administrators (Amend.)		3857

Draft Regulations

Certain measures necessary or useful for carrying out the Act respecting the governance of the health and social services system or effectively achieving its purpose		3861
Professional Code — Drugs that may be prescribed or administered by a midwife		3863
Professional Code — Professional acts that persons other than midwives may engage in on certain terms and conditions		3864
References to the Court of Appeal of Quebec		3866

Gouvernement du Québec

O.C. 1450-2024, 25 September 2024

Act respecting collective agreement decrees
(chapter D-2)

Cartage industry – Québec — Amendment

Decree to amend the Decree respecting the cartage industry in the Québec region

WHEREAS, under the first paragraph of section 6.1 of the Act respecting collective agreement decrees (chapter D-2), sections 4 to 6 of the Act apply to an application for amendment;

WHEREAS, in accordance with the first paragraph of section 4 of the Act, the Comité paritaire du camionnage du district de Québec addressed to the Minister of Labour an application for amendment to the Decree;

WHEREAS, under the first paragraph of section 6 of the Act, at the expiry of the time specified in the notice provided for in the first paragraph of section 5 of the Act, the Minister may recommend that the Government issue a decree ordering the extension of the agreement, with such changes as are deemed expedient;

WHEREAS, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1) and the first paragraph of section 5 of the Act respecting collective agreement decrees, a draft Decree to amend the Decree respecting the cartage industry in the Québec region was published in Part 2 of the *Gazette officielle du Québec* of 29 May 2024 and in a French language newspaper on 30 May 2024 and in an English language newspaper on 31 May 2024, with a notice that it could be made by the Government on the expiry of 45 days following each publication;

WHEREAS, under section 7 of the Act respecting collective agreement decrees, despite section 17 of the Regulations Act, a decree comes into force on the day of its publication in the *Gazette officielle du Québec* or on any later date fixed therein;

WHEREAS it is expedient to make the Decree with amendments;

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

THAT the Decree to amend the Decree respecting the cartage industry in the Québec region, attached to this Order in Council, be made.

DOMINIQUE SAVOIE
Clerk of the Conseil exécutif

Decree amending the Decree respecting the cartage industry in the Québec region

Act respecting collective agreement decrees
(chapter D-2, s. 4, 1st par., s. 6, 1st par. and s. 6.1, 1st par.).

1. The Decree respecting the cartage industry in the Québec region (chapter D-2, r. 3) is amended, in section 1.01, by striking out paragraph 17.

2. Section 7.01 is amended by replacing the first and second paragraphs by the following:

“As of 9 October 2024, the minimum hourly rate is established as follows for each of the employment categories determined below:

Employment Category	Hiring rate	After 6 months	After 12 months	After 24 months
1. Helper	\$16.05	\$16.33	\$17.11	\$17.94
2. Labourer	\$16.05	\$16.33	\$17.11	\$17.94
3. Assistant-mechanic	\$17.64	\$19.17	\$19.95	\$21.47
4. Driver, class A	\$16.05	\$16.33	\$17.11	\$17.94
4.1. Driver, class B	\$17.94	\$18.54	\$19.68	\$20.63
5. Road-train driver	\$20.12	\$21.60	\$22.38	\$23.86
6. Truck driver	\$19.14	\$19.80	\$20.57	\$21.53
7. Tractor semi-trailer driver	\$20.33	\$21.05	\$21.77	\$22.73
8. Tank-truck driver	\$20.33	\$21.05	\$21.77	\$22.73
9. Tank-trailer driver	\$20.88	\$22.38	\$23.11	\$24.60
10. Float driver	\$20.88	\$22.38	\$23.11	\$24.60
11. Loading machinery operator	\$17.64	\$19.17	\$19.95	\$21.47
12. Dockman	\$16.05	\$16.33	\$17.11	\$17.94
13. Mechanic	\$22.60	\$24.17	\$24.97	\$26.53
14. Packer	\$16.05	\$16.33	\$17.11	\$17.94
15. Snow removal vehicle driver	\$20.12	\$21.60	\$22.38	\$23.86
16. Welder	\$21.60	\$23.10	\$23.86	\$25.36

The minimum hourly rates provided for in the first paragraph and section 7.02 are increased by 3.5% as of 9 October 2025 and by 3.5% as of 9 October 2026.”

3. Section 7.02 is replaced by the following:

“**7.02.** As of 9 October 2024, the minimum hourly rate for office clerks is the following:

Hiring rate	After 6 months	After 12 months	After 24 months
\$17.94	\$18.66	\$19.59	\$20.19

”.

4. Section 7.03 is amended by replacing paragraph 2 by the following:

“(2) the rate received by a driver for each kilometre travelled is the following:

As of 9 October 2024	As of 9 October 2025	As of 9 October 2026
\$0.265	\$0.270	\$0.275;

”.

5. Section 12.01 is amended by replacing “2022”, wherever it occurs, by “2027”.

6. Section 18.01 is amended

(1) by replacing the table in subparagraph B of paragraph 1 by the following:

“

Employment Category	As of 9 October 2024	As of 9 October 2025	As of 9 October 2026
1. Helper	\$20.61	\$21.33	\$22.08
2. Driver, class I	\$21.05	\$21.79	\$22.55
3. Driver, class II	\$21.21	\$21.95	\$22.72
4. Driver, class III	\$22.12	\$22.89	\$23.70
5. Driver, class IV	\$22.93	\$23.73	\$24.56
6. Welder	\$20.80	\$21.53	\$22.28
7. Mechanic	\$22.12	\$22.89	\$23.70
8. Serviceman	\$20.36	\$21.07	\$21.81;

”;

(2) by replacing the table in paragraph 2 by the following:

“

Employment Category	As of 9 October 2024	As of 9 October 2025	As of 9 October 2026
1. Helper	\$20.12	\$20.83	\$21.56
2. Driver, class I	\$21.95	\$22.72	\$23.52
3. Driver, class II	\$22.14	\$22.92	\$23.72
4. Driver, class III	\$22.37	\$23.15	\$23.96
5. Chauffeur, classe IV	\$23.20	\$24.01	\$24.85
6. Welder	\$21.70	\$22.46	\$23.25
7. Mechanic	\$22.36	\$23.14	\$23.95
8. Serviceman	\$19.87	\$20.57	\$21.29;

”.

(3) by replacing the table in subparagraph B of paragraph 3 by the following:

“

Employment Category	As of 9 October 2024	As of 9 October 2025	As of 9 October 2026
1. Helper	\$22.78	\$23.58	\$24.40
2. Driver, class I	\$23.24	\$24.05	\$24.89
3. Driver, class II	\$23.43	\$24.25	\$25.10
4. Driver, class III	\$24.28	\$25.13	\$26.01
5. Driver, class IV	\$25.14	\$26.02	\$26.93
6. Welder	\$22.99	\$23.79	\$24.63
7. Mechanic	\$23.86	\$24.69	\$25.56
8. Serviceman	\$22.53	\$23.32	\$24.13

”.

7. Section 26.01 is amended by replacing “\$35”, wherever it occurs in the second paragraph, by “\$80”.

8. Section 27.01 is amended by replacing “2022”, wherever it occurs, “2027”.

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

107049

Gouvernement du Québec

O.C. 1451-2024, 25 September 2024

Act respecting collective agreement decrees
(chapter D-2)

Internal regulation of the Comité paritaire des agents de sécurité

Internal regulation of the Comité paritaire des agents de sécurité

WHEREAS, under the first paragraph of section 18 of the Act respecting collective agreement decrees (chapter D-2), the Comité paritaire des agents de sécurité is to adopt regulations for its formation, the number of its members, their admission, their replacing, the appointing of substitutes and the administration of funds; fix its head office; determine the name under which it is to be designated and, generally, draw up regulations for its internal management and the exercise of the rights conferred upon it by law;

WHEREAS, under the first paragraph of section 19 of the Act, the regulations contemplated in section 18 of the Act are to be transmitted to the Minister of Labour and are approved, with or without amendment by the Government; and notice of such approval is to be published in the *Gazette officielle du Québec*;

WHEREAS, under subparagraph 1 of the second paragraph of section 22 of the Act, from the mere fact of its formation, the committee may, as of right, by regulation approved with or without amendment by the Government, determine the amount of the attendance allowance to which its members are entitled in addition to their actual travelling expenses;

WHEREAS the board of directors of the committee adopted the Internal regulation of the Comité paritaire des agents de sécurité at its sitting of 19 June 2024;

WHEREAS it is expedient to approve the Internal regulation of the Comité paritaire des agents de sécurité with amendments;

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

THAT the Internal regulation of the Comité paritaire des agents de sécurité, attached to this Order in Council, be approved.

DOMINIQUE SAVOIE
Clerk of the Conseil exécutif

Internal regulation of the Comité paritaire des agents de sécurité

Act respecting collective agreement decrees
(chapter D-2, s. 18, 1st par. and s. 22, 2nd par., subpar. 1).

DIVISION I SCOPE

1. Application — This Regulation applies to contracting parties of the Comité paritaire des agents de sécurité, to members of the board of directors of the parity committee, and to employees and, if applicable, to consultants of the parity committee.

This Regulation supplements the General Regulation to govern the regulations of a parity committee (chapter D-2, r. 17). Where this Regulation is in conflict with or its meaning is unclear in relation to the provisions of the General Regulation, the General Regulation takes precedence.

DIVISION II ESTABLISHMENT AND MISSION OF THE PARITY COMMITTEE

2. Name — The parity committee is designated under the name “Comité paritaire des agents de sécurité”.

In this Regulation, it is designated under the name “parity committee”.

3. Head office — The head office of the parity committee is located at 7450, boulevard des Galeries d’Anjou, bureau 490, Montréal.

4. Mission — The parity committee oversees the application of and ascertains compliance with the Decree respecting security guards (chapter D-2, r. 1), in accordance with the Act respecting collective agreement decrees (chapter D-2), in addition to promoting it. For that purpose, the parity committee must, in particular,

(1) advise and inform the employees and professional employers of the conditions of employment determined in the Decree;

(2) exercise all recourses arising out of the Decree or the Act respecting collective agreement decrees in favour of employees; and

(3) hear and consider written complaints relating to the Decree from professional employers and employees.

DIVISION III BOARD OF DIRECTORS OF THE PARITY COMMITTEE

§1. *Composition and appointment of the members of the board of directors*

5. Composition and appointment — The parity committee is administered by a board of directors consisting of 12 members appointed by the contracting parties in the following manner:

(1) for the employer contracting party,

(a) 6 members from the Association provinciale des agences de sécurité (A.P.A.S.);

(2) for the union contracting party,

(a) 6 members from the Syndicat des Métallos, section locale 8922 (FTQ).

6. Appointment of a substitute — Each contracting party may appoint one or more substitutes to sit if a member appointed by the contracting party is absent or unable to act. Substitutes have the same rights and privileges as the member they replace.

An illness, a family or professional obligation, a personal leave or a conflict of interest constitute grounds for an absence or inability to act.

7. Attestation and documents — Upon taking office, a member or substitute must send the secretary of the board of directors a document attesting to their appointment, signed by a person authorized by the contracting party that appointed the member or substitute. The secretary gives the member or substitute the documents required to acquire the basic knowledge necessary to exercise their functions.

8. Duration of the term — The members of the board of directors are appointed for a term of 1 year, which is renewable, consecutively or not, for the same duration. The total duration of the terms must not exceed 12 years.

At the end of their term, the members remain in office until they are replaced or re-appointed.

9. Replacement — A vacancy on the board of directors is filled in the manner set out for the appointment of the member to be replaced, for the remainder of the term.

Despite section 8, where a member is appointed to sit on the board of directors in consideration of the position the member occupies within a contracting party and the member is removed from office, the member is replaced by a successor for the remainder of the term.

The secretary of the board of directors informs the contracting parties in writing when a member is replaced.

10. Absence — Where a member is absent from a regular meeting, the member is replaced by a substitute appointed by the contracting party the member represents. The contracting party immediately informs the secretary in writing so that the secretary can send the notice of convocation to the substitute. Where a member is absent from 3 consecutive regular meetings or resigns, the member's office becomes vacant by operation of law and the secretary immediately notifies in writing the contracting party that appointed the member.

11. Failure to comply — Where a member of the board of directors fails to comply with one or more organizational value of the parity committee or fails to fulfil his or her commitments, duties or responsibilities, the procedure provided for in section 2 of Schedule 3 to the code of ethics and conduct of the directors of the parity committee applies.

12. Vacancy — A vacancy on the board of directors is filled by the contracting party concerned before the next regular meeting is held.

13. Election of a chair and vice-chair — The board of directors elects, from among its members, 1 chair and 1 vice-chair. Where the chair is a representative of the employer, the vice-chair is a representative of the employees, and vice versa. The chair and vice-chair are elected each year on an alternating basis by the members of the contracting party they represent.

§2. *Meetings of the board of directors*

14. Regular meeting — A regular meeting must be held at least every 2 months.

15. Special meeting — A special meeting may be convened by the board of directors in regular meeting or by the chair alone or, in the absence of the chair, by the vice-chair. The secretary must also convene such a meeting upon the written request of at least 4 members of the board of directors, including at least 2 members from each of the contracting parties.

16. Annual meeting — The board of directors holds an annual meeting in April of each year.

At that meeting, the board of directors elects the chair and vice-chair and designates an independent auditor to prepare the financial statements of the parity committee.

17. Chairing of meetings — Meetings are chaired by the chair or, in the absence of the chair, the vice-chair. If the chair and the vice-chair are unable to act, the board of directors designates, at the beginning of each meeting, a member to chair the meeting.

18. Place of meetings — Meetings of the board of directors are held at the head office of the parity committee or elsewhere in Québec if a resolution to that effect is adopted at the previous meeting.

The members of the board of directors may, however, if they all agree, participate in a meeting using technological means allowing all participants to immediately communicate with each other.

19. Notice of convocation — At least 10 working days before a meeting is held, a written notice of convocation indicating the date, time and place of the meeting and, if applicable, the technological means for participating in the meeting, as well as an agenda, are sent to each member of the board of directors. The documents relating to the subjects on the agenda are sent to the members of the board of directors as soon as possible following the sending of the notice of convocation.

The members of the board of directors may waive a notice of convocation to a meeting or derogate from the formalities and time limits for the convocation. The mere presence of the members is equivalent to a waiver of the notice of convocation unless they are attending to object that the meeting was not regularly convened.

20. Regulation — A resolution concerning the adoption, amendment or repeal of a regulation may be adopted only at a regular or special meeting convened for that purpose.

Every regulation or amendment to a regulation that the board of directors wishes to submit to the Minister for government approval is sent to the secretary and bears the signature of at least 4 members of the board of directors, including at least 2 members from each of the contracting parties.

21. Quorum — The quorum at meetings of the board of directors is 6 members, including at least 3 members from each of the contracting parties.

22. Vote — At meetings, decisions are taken by a majority vote of the members present, including the chair. In the case of a tie vote, the chair has a casting vote.

Every member present is required to vote or express their opinion for the purpose of making a decision.

A member of the board of directors who has a direct or indirect interest in an undertaking with which the parity committee has business connections or intends to have business connections must disclose that interest to the chair. The chair of the meeting must decide whether the member is in a situation of conflict of interest and, where applicable, direct the member to abstain from voting on the issue declared and withdraw from the meeting for the duration of the discussion or vote on the issue.

23. Subcommittee — The board of directors may, by resolution, establish a subcommittee or subcommittees to contribute to the carrying out of its administrative responsibilities.

The provisions of sections 18 and 19 apply to the meetings of a subcommittee.

24. Conduct — The meetings of the committee and subcommittees are held in camera.

Only members of the board of directors are admitted to the meetings, unless a written invitation is issued by the chair, vice-chair or secretary. Such invitations must be approved beforehand by the members.

25. Procedure for meetings — Unless otherwise provided by a regulation of the parity committee, the Code de procédure des assemblées délibérantes de Victor Morin applies during regular meetings, special meetings and annual meetings of the board of directors.

DIVISION IV

APPOINTMENT AND FUNCTIONS OF CERTAIN EMPLOYEES OF THE PARITY COMMITTEE

26. Appointment of a secretary and a general manager — The general manager is an employee of the parity committee. The board of directors appoints a general manager and a secretary whose functions are provided for in sections 27 and 28. A person may exercise both functions. The board of directors may also appoint an assistant general manager or assistant general managers whose duties are set out by a resolution of the board of directors.

The conditions of employment and the undertaking of the general manager, the assistant general managers and the secretary are determined by a written contract and ratified at a meeting of the board of directors.

The general manager or every other person having the administration of the parity committee's funds must give security in the form of an insurance policy approved beforehand by the Minister. The insurance premium is paid by the parity committee.

27. Functions of the general manager — The general manager manages and administers the day-to-day affairs of the parity committee in compliance with the applicable rules of law, the orientations of the board of directors and sound and prudent management practices.

Subject to section 26, the general manager must exercise his or her functions on a full-time basis.

In addition to the functions provided for in sections 27 to 30 of the General Regulation to govern the regulations of a parity committee (chapter D-2, r. 17), the functions of a general manager consist in

(1) supervising personnel members of the parity committee, including hiring, suspending or dismissing any personnel member in accordance with the directives of the board of directors;

(2) being the custodian of the books, archives and other documents of the parity committee and keeping them at the head office of the parity committee in accordance with the directives of the board of directors or until a court, the Minister or an officer authorized by the Minister orders the parity committee to divest itself of them or destroy them;

(3) attending the meetings of the board of directors and the subcommittees and carrying out the decisions made at the meetings;

(4) seeing to the preparation of the reports, statistics and financial statements requested by the members of the board of directors or the Minister in accordance with the Act respecting collective agreement decrees (chapter D-2) and the Decree;

(5) collecting money from the parity committee, depositing it in a banking institution, a financial services cooperative within the meaning of the Act respecting financial services cooperatives (chapter C-67.3) or an authorized financial institution under the Trust Companies and Savings Companies Act (chapter S-29.02) designated by the board of directors, and disposing of those sums in accordance with the directives of the board of directors;

(6) maintaining the accounting records of the parity committee, in particular

(a) any sum of money received and disbursed by the parity committee, itemized and with vouchers;

(b) the assets and liabilities of the parity committee;

(c) any other transaction affecting the financial situation of the parity committee;

(7) developing, upon the request of the board of directors, the strategic orientations and governance rules of the parity committee, in particular a strategic plan, a statement of services, a code of ethics and conduct applicable to members of the board of directors and another applicable to the employees of the board of directors, a policy for processing complaints and a policy for the review of decisions, as well as any other policy considered useful for the proper functioning of the parity committee;

(8) preparing applications to amend the regulations of the parity committee and the Decree, with the related documents, including draft decrees and draft regulations, and sending them to the Minister;

(9) proposing solutions to the board of directors to improve the functioning of the parity committee and implementing work methods and computer systems to increase the administrative efficiency of the parity committee;

(10) handling the parity committee's relations with the Government and, more particularly, with the Minister or the person designated by the Minister;

(11) ensuring that the documents and information provided for in the General Regulation to govern the regulations of a parity committee are published on the website of the parity committee.

28. Functions of the secretary — The functions of the secretary are as follows:

(1) convening and preparing the agenda for meetings of the board of directors and the subcommittees, in accordance with the directives of the chair and the general manager;

(2) attending the meetings of the board of directors and the subcommittees and drawing up the minutes of the discussions and decisions;

(3) acting as custodian of the seal of the parity committee and certifying any extract or true copy of the minute book of the board of directors.

DIVISION V DELEGATION OF AUTHORITY AND SIGNATURES

29. Vacancy of the general manager position — If the general manager is absent or unable to act, the chair of the board of directors assumes the functions of the general manager and informs the Minister of the situation without delay. The same applies if the general manager is replaced. The board of directors then appoints a new general manager as soon as possible.

30. Bank bills — The payment orders of the parity committee are signed by the chair and the general manager. If the chair or the general manager is unable to act, the vice-chair or another member designated by the board of directors is authorized to sign the orders in their place.

The receipts and bank bills relating to every payment made by the parity committee are kept at the head office of the parity committee and must be produced for auditing and inspection purposes.

31. Approval of accounts — Unless otherwise provided by another regulation, every payment made outside the normal course of operation of the parity committee must have the prior approval of the board of directors.

32. Signing of contracts — Contracts concerning current expenses already approved during the presentation of budgetary estimates are approved and signed by the general manager. Other contracts are approved by the board of directors and signed by the chair and the general manager. If the chair or the general manager is unable to act, the vice-chair is authorized to sign in their place.

DIVISION VI

ATTENDANCE ALLOWANCE AND TRAVELLING EXPENSES

33. Attendance allowance — The parity committee pays an attendance allowance of \$200 per day to its members after they participate in a meeting of the board of directors or one of its subcommittees.

The total amount of allowances paid to a member may not exceed \$5,000 per year.

34. Travelling expenses — The parity committee reimburses the actual travelling expenses incurred by its members to participate in person in a meeting of the board of directors or one of its subcommittees.

The actual travelling expenses are composed of the costs for transportation, meals and accommodation and are reimbursed on presentation of vouchers and in accordance with the Directive sur les frais remboursables lors d'un déplacement et autres frais inhérents (C.T. 194603, 2000-03-30).

No expenses are reimbursed for the virtual participation of a member in a meeting of the board of directors or one of its subcommittees.

DIVISION VII

MISCELLANEOUS AND FINAL

35. Fiscal year — The fiscal year of the parity committee ends on 31 December each year.

36. Insurance — The parity committee must hold one or more insurance policies to cover its civil liability and that of the directors and officers of the parity committee.

If the committee does not hold insurance coverage in force for directors and officers, except where there has been a gross fault, the committee must take up the defence of and indemnify every director or officer who is liable for an error or omission in the exercise of their functions and, consequently, renounce any claim against the director or officer in that regard.

37. Replacement — This Regulation replaces the Regulation respecting the constitution of the Comité paritaire des agents de sécurité in the Montréal region, approved by Order in Council 2102-81 dated 22 July 1981, the notice of adoption of which was published in the *Gazette officielle du Québec* of 19 August 1981, and the Regulation respecting the attendance allowance and travelling expenses of the members of the Comité paritaire des agents de sécurité, approved by Order in Council 798-2003 dated 16 July 2003, and subsequent amendments.

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

107050



Gouvernement du Québec

O.C. 1452-2024, 25 September 2024

Act respecting collective agreement decrees
(chapter D-2)

Security guards — Amendment

Decree to amend the Decree respecting security guards

WHEREAS, under the first paragraph of section 6.1 of the Act respecting collective agreement decrees (chapter D-2), sections 4 to 6 of the Act apply to an application for amendment;

WHEREAS, in accordance with the first paragraph of section 4 of the Act, the Comité paritaire des agents de sécurité addressed to the Minister of Labour an application for amendment to the Decree;

WHEREAS, under the first paragraph of section 6 of the Act, at the expiry of the time specified in the notice provided for in the first paragraph of section 5 of the Act, the Minister may recommend that the Government issue a decree ordering the extension of the agreement, with such changes as are deemed expedient;

WHEREAS, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1) and the first paragraph of section 5 of the Act respecting collective agreement decrees, a draft Decree to amend the Decree respecting security guards (chapter D-2, r. 1) was published in Part 2 of the *Gazette officielle du Québec* of 29 May 2024 and in a French language newspaper and in an English language newspaper, with a notice that it could be made by the Government on the expiry of 45 days following that publication;

WHEREAS, under section 7 of the Act respecting collective agreement decrees, notwithstanding section 17 of the Regulations Act, a decree comes into force on the day of its publication in the *Gazette officielle du Québec* or on any later date fixed therein;

WHEREAS it is expedient to make the Decree with amendments;

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

THAT the Decree to amend the Decree respecting security guards, attached to this Order in Council, be made.

DOMINIQUE SAVOIE
Clerk of the Conseil exécutif

Decree to amend the Decree respecting security guards

Act respecting collective agreement decrees
(chapter D-2, s. 4, 1st par., s. 6, 1st par. and s. 6.1, 1st par.).

1. The Decree respecting security guards (chapter D-2, r. 1) is amended in section 1.01

(1) by inserting the following after paragraph 2.2:

“(2.3) “parity committee” : the Comité paritaire des agents de sécurité;”;

(2) by inserting the following after subparagraph *c* of paragraph 17:

“(d) to work during a pandemic while holding a licence issued by the Bureau de la sécurité privée, other than a regular licence.”;

(3) by replacing “or on foot” in subparagraph *f* of paragraph 20 by “, on foot or on horseback”.

2. Section 3.01.1 is replaced by the following:

“**3.01.1.** A collective agreement may provide for the staggering of working hours on a basis other than a weekly basis, provided the average number of working hours is equivalent to the number of hours of the standard workweek.

An employer may also stagger the working hours of employees on a basis other than a weekly basis if the following conditions are met:

(1) the purpose of the schedule is not to avoid the payment of overtime hours;

(2) the employer has obtained the agreement of the employees concerned;

(3) the schedule grants the employee another type of benefit to compensate for the loss of payment of overtime hours;

(4) the employer carries on activities in special conditions;

(5) the schedule concerns a specific contract;

(6) the average number of working hours is equivalent to the number of hours of the standard workweek;

(7) working hours are scheduled over a maximum period of 4 weeks;

(8) the duration of the schedule must not exceed 1 year;

(9) the employer has forwarded a written notice to the Parity Committee at least 60 days before the implementation of the schedule.

A staggered period may be changed or renewed by the employer on its expiry on the same conditions as those provided for in the previous paragraph.”

3. Sections 4.1.01 to 4.1.04 are replaced by the following:

4.1.01. The parity committee administers a group registered retirement savings plan, hereinafter “collective RRSP”, on behalf of eligible employees.

4.1.02. An employee who has the status of regular A-01 employee or part-time A-02 employee is eligible for the collective RRSP to which the employer is required to contribute. Any other employee who wishes to contribute to the plan voluntarily is also eligible.

4.1.03. An employee who has reached 71 years of age or does not meet the eligibility criteria established by the trustee or by a law governing the trustee’s activities is not eligible for the collective RRSP.

4.1.04. An eligible employee who wishes to receive benefits under the collective RRSP is required to become a member of the collective RRSP by completing the enrolment form for the plan chosen by the parity committee.

4.1.05. The employer must send each employee, upon their hiring, the information document and the enrolment form for the collective RRSP, which are provided by the trustee and approved by the Autorité des marchés financiers.

The documents are sent in paper or electronic format, as the employee chooses.

The employer also informs employees of the eligibility requirements for the collective RRSP, encourages them to quickly complete the enrolment form for the plan chosen by the parity committee, and assists them if needed.

The employer must keep proof that the documents were sent to the employee and that the employer’s obligation to inform was fulfilled. In the absence of such proof, the employee is presumed to have completed the enrolment form on the date on which the employee acquired the status of regular A-01 employee or part-time A-02 employee.

4.1.06. The employer is required to contribute to the collective RRSP administered by the parity committee only for eligible employees who have the status of regular A-01 employee or part-time A-02 employee, as soon as those employees become members of the plan chosen by the parity committee.

The mandatory contribution of the employer is \$0.20 per hour worked to an eligible employee referred to in the first paragraph. That mandatory contribution is paid on behalf of the employee as a payment.

If the presumption provided in the fourth paragraph of section 4.1.05 applies, the employer is required to retroactively pay to the parity committee the mandatory contributions owed as of the date on which the employee acquired the status of regular A-01 employee or part-time A-02 employee, as the case may be. The parity committee gives the amount so received to the trustee on behalf of the employee.

4.1.07. The collective RRSP is made up of the mandatory contributions of the employer and the voluntary contributions of eligible employees.

4.1.08. An eligible employee is not required to contribute financially to the collective RRSP.

4.1.09. The employer must send to the parity committee, not later than the 15th day of each month, the employer’s contribution to the group RRSP for the preceding month, along with any voluntary contribution by the employee, if applicable.

4.1.10. The employer must pay employees who are ineligible for the collective RRSP under section 4.1.03 an amount equivalent to the mandatory contribution provided for in the second paragraph of section 4.1.06 to compensate for the loss of that benefit.”

4. Section 5.01 is amended by replacing “4 December 2019” in the third paragraph by “9 October 2024”.

5. Section 7.01 is amended

(1) by inserting “or following” after “preceding” in paragraph 2;

(2) in paragraph 4

(a) by replacing “1 day” by “2 days”;

(b) by inserting “, and the day preceding or following that day” after “on his wedding day or day of the de facto union” and “or a child of his spouse”.

6. Section 7.02 is replaced by the following:

“**7.02.** Regular A-01 employees accumulate in leave, for an absence due to sickness or accident, an amount equal to 2% of their wages for hours worked during the reference year from 1 November to 31 October, including the compensation for holidays and P-4 and P-12 premiums. The employer must inform regular A-01 employees of the amount they have accumulated in leave, not later than the 30 November following the end of the reference year.

A regular A-01 employee who is absent during the year following the reference year for a reason provided for in the first paragraph receives the equivalent in wages of the number of hours scheduled for each day of absence up to the amount accumulated during the reference year. Two days of absence for a reason provided for in section 79.1 or 79.7 of the Act respecting labour standards (chapter N-1.1) are taken from the amount accumulated in leave.

Despite the second paragraph, a regular A-01 employee must have accumulated the equivalent in wages of a full day for that day to be paid. If that is not the case, the Act respecting labour standards applies to the employee. The same applies to an employee who has not acquired the status of regular A-01.

The balance of the amount accumulated in leave, if any, is paid to a regular A-01 employee not later than 10 December of the year immediately following the end of the year where the employee could have taken a day of leave with pay.

A regular A-01 employee whose employment ends is entitled to payment of the balance of the amount accumulated that the employee could have taken as leave with pay during the current year, but is not entitled to the percentage of the wages earned during the current year where employment ends.

Despite the foregoing, where there is a change in employer and the regular A-01 employee is hired on the same workplace by the new employer and the employee has performed an average of 30 hours of work between 1 November and the date of the end of employment, the balance of the amount accumulated in leave, if any, that the employee could have taken during the current year, as well as the percentage of the wages earned during the current year where the change in employer occurs, is paid by the former employer at the time of the employee’s departure.”.

7. Section 8.02 is amended by inserting the following after the fifth paragraph:

“During the annual renewal, the employee must return to the employer any used part of the uniform that the employee wishes to have replaced. An employee who fails to do so may not require new uniform parts.

At the time employment ends, the employee must return to the employer every part of the uniform and the equipment provided by the employer.”.

8. Section 9.01 is amended by replacing “2 July 2022” and “2022” by “4 July 2027” and “2027” respectively.

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

107051



Gouvernement du Québec

O.C. 1453-2024, 25 September 2024

Act respecting collective agreement decrees
(chapter D-2)

Automotive services industry – Lanaudière-Laurentides — Amendment

Decree to amend the Decree respecting the automotive services industry in the Lanaudière-Laurentides regions

WHEREAS, under the first paragraph of section 6.1 of the Act respecting collective agreement decrees (chapter D-2), sections 4 to 6 of the Act apply to an application for amendment;

WHEREAS, under the first paragraph of section 4 of the Act, the contracting parties addressed to the Minister of Labour an application for amendment to the Decree;

WHEREAS, under the first paragraph of section 6 of the Act, at the expiry of the time specified in the notice provided for in the first paragraph of section 5 of the Act, the Minister of Labour may recommend that the Government issue a decree ordering the extension of the agreement, with such changes as are deemed expedient;

WHEREAS, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1) and the first paragraph of section 5 of the Act respecting collective agreement decrees, a draft Decree to amend the Decree respecting the automotive services industry in the Lanaudière-Laurentides regions was published in Part 2 of the *Gazette officielle du Québec* of 29 May 2024 as well as in a French language newspaper and in an English

language newspaper, with a notice that it could be made by the Government on the expiry of 45 days following that publication;

WHEREAS, under section 7 of the Act respecting collective agreement decrees, notwithstanding section 17 of the Regulations Act, a decree comes into force on the day of its publication in the *Gazette officielle du Québec* or on any later date fixed therein;

WHEREAS it is expedient to make the Decree without amendment;

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

THAT the Decree to amend the Decree respecting the automotive services industry in the Lanaudière-Laurentides regions, attached to this Order in Council, be made.

DOMINIQUE SAVOIE
Clerk of the Conseil exécutif

Decree to amend the Decree respecting the automotive services industry in the Lanaudière-Laurentides regions

Act respecting collective agreement decrees
(chapter D-2, s. 2, s. 4, 1st par., s. 6, 1st par. and s. 6.1,
1st par.).

1. The Decree respecting the automotive services industry in the Lanaudière-Laurentides regions (chapter D-2, r. 9) is amended by replacing section 9.01 by the following:

“9.01. The minimum hourly wage rates are as follows:

TRADES	As of 9 October 2024	As of 9 October 2025	As of 9 October 2026	As of 9 October 2027
1. Apprentice				
1st grade	\$20.11	\$20.71	\$21.28	\$21.87
2nd grade	\$21.03	\$21.66	\$22.26	\$22.87
3rd grade	\$23.43	\$24.13	\$24.80	\$25.48
2. Journeyman				
A	\$30.01	\$30.91	\$31.76	\$32.63
B	\$27.63	\$28.46	\$29.24	\$30.05
C	\$26.15	\$26.93	\$27.68	\$28.44
D	\$23.53	\$24.24	\$24.90	\$25.59

REGULATIONS AND OTHER ACTS

TRADES	As of 9 October 2024	As of 9 October 2025	As of 9 October 2026	As of 9 October 2027
3. Parts clerk				
1st grade	\$18.35	\$18.90	\$19.42	\$19.95
2nd grade	\$19.05	\$19.62	\$20.16	\$20.72
3rd grade	\$19.85	\$20.45	\$21.01	\$21.59
4th grade	\$20.75	\$21.37	\$21.96	\$22.56
4th class	\$21.76	\$22.41	\$23.03	\$23.66
3rd class	\$23.76	\$24.47	\$25.15	\$25.84
2nd class	\$24.20	\$24.93	\$25.61	\$26.32
1st class	\$25.35	\$26.11	\$26.83	\$27.57
4. Messenger	\$17.53	\$18.06	\$18.55	\$19.06
5. Dismantler				
1st grade	\$17.91	\$18.45	\$18.95	\$19.48
2nd grade	\$18.83	\$19.39	\$19.93	\$20.48
3rd grade	\$19.88	\$20.48	\$21.04	\$21.62
6. Washer	\$19.25	\$19.83	\$20.37	\$20.93
7. Semi-skilled worker				
1st grade	\$18.43	\$18.98	\$19.50	\$20.04
2nd grade	\$20.96	\$21.59	\$22.18	\$22.79
3rd grade	\$22.17	\$22.84	\$23.46	\$24.11
8. Service attendant				
1st grade	\$17.61	\$18.14	\$18.64	\$19.15
2nd grade	\$19.14	\$19.71	\$20.26	\$20.81
3rd grade	\$21.18	\$21.82	\$22.42	\$23.03
4th grade	\$22.25	\$22.92	\$23.55	\$24.20

”

2. The third paragraph of section 9.01.1 is replaced by the following:

“They are entitled to the following minimum hourly wage rates:

TRADES	As of 9 October 2024	As of 9 October 2025	As of 9 October 2026	As of 9 October 2027
Service attendant				
2nd class	\$23.30	\$24.00	\$24.66	\$25.34
1st class	\$24.37	\$25.10	\$25.79	\$26.50

”

3. Section 13.01 is amended by replacing “11 March 2024” by “9 October 2028”, and by replacing “September 2023” and “September” by “April 2028” and “April” respectively.

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

107052



Gouvernement du Québec

O.C. 1454-2024, 25 September 2024

Act respecting collective agreement decrees
(chapter D-2)

Internal regulation of the Comité paritaire du personnel de l'industrie de la signalisation routière du Québec

Internal regulation of the Comité paritaire du personnel de l'industrie de la signalisation routière du Québec

WHEREAS, under the first paragraph of section 18 of the Act respecting collective agreement decrees, the Comité paritaire du personnel de l'industrie de la signalisation routière du Québec is to adopt regulations for its formation, the number of its members, their admission, their replacing, the appointing of substitutes and the administration of funds; fix its head office; determine the name under which it is to be designated and, generally, draw up regulations for its internal management and the exercise of the rights conferred upon it by law;

WHEREAS, under the first paragraph of section 19 of the Act, the regulations contemplated in section 18 of the Act are to be transmitted to the Minister of Labour and are approved, with or without amendment by the Government; and notice of such approval is to be published in the *Gazette officielle du Québec*;

WHEREAS, under subparagraph 1 of the second paragraph of section 22 of the Act, from the mere fact of its formation, the committee may, as of right, by regulation approved with or without amendment by the Government, determine the amount of the attendance allowance to which its members are entitled in addition to their actual travelling expenses;

WHEREAS the board of directors of the committee adopted the Internal regulation of the Comité paritaire du personnel de l'industrie de la signalisation routière du Québec at its sitting of 20 June 2024;

WHEREAS it is expedient to approve the Internal regulation of the Comité paritaire du personnel de l'industrie de la signalisation routière du Québec with amendments;

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

THAT the Internal regulation of the Comité paritaire du personnel de l'industrie de la signalisation routière du Québec, attached to this Order in Council, be approved.

DOMINIQUE SAVOIE
Clerk of the Conseil exécutif

Internal regulation of the Comité paritaire du personnel de l'industrie de la signalisation routière du Québec

Act respecting collective agreement decrees
(chapter D-2, s. 18, 1st par., and s. 22, 2nd par., subpar. 1).

DIVISION I SCOPE

1. Application — This Regulation applies to contracting parties of the Comité paritaire du personnel de l'industrie de la signalisation routière du Québec, to members of the board of directors of the committee, as well as to employees, if applicable, and consultants of the parity committee.

This Regulation supplements the General Regulation to govern the regulations of a parity committee (chapter D-2, r. 17). Where this Regulation is in conflict with or its meaning is unclear in relation to the provisions of the General Regulation, the General Regulation takes precedence.

DIVISION II ESTABLISHMENT AND MISSION OF THE COMMITTEE

2. Name — The parity committee is designated under the name “Comité paritaire du personnel de l'industrie de la signalisation routière du Québec”.

In this Regulation, it is designated under the name “committee”.

3. Head office — The head office of the committee is located in the territory of the Communauté métropolitaine de Montréal.

The address of the head office is published on the website of the committee.

4. Mission — The committee oversees and ensures the application of the Decree respecting personnel in the traffic control industry in Québec (chapter D-2, r. 16.1). For that purpose, the committee must, in particular,

(1) advise and inform the employees and professional employers of the conditions of employment determined in the decree;

(2) exercise all recourses arising out of the decree or the Act respecting collective agreement decrees (chapter D-2) in favour of employees; and

(3) hear and consider any written complaint from a professional employer or from an employee respecting the decree.

DIVISION III BOARD OF DIRECTORS OF THE COMMITTEE

§1. *Composition and appointment of the members of the board of directors*

5. Composition and appointment — The committee is administered by a board of directors consisting of 8 members appointed by the contracting parties in the following manner:

(1) for the employer contracting party,

(a) 4 members from the Association Québécoise des Entrepreneurs en Infrastructure (AQEI);

(2) for the union contracting party,

(a) 4 members from the Syndicat des Métallos (FTQ).

6. Appointment of a substitute — Each contracting party may appoint one or more substitutes to sit on the committee if a member appointed by the contracting party is absent or unable to act. Substitutes have the same rights and privileges as the member they replace.

An illness, a family or professional obligation, a personal leave or a conflict of interest constitute grounds for an absence or inability to act.

7. Attestation and documents — Upon taking office, a member or substitute must send the secretary of the board of directors a document attesting to their appointment, signed by a person authorized by the contracting party that appointed the member or substitute. The secretary gives each new member the documents required to acquire the basic knowledge necessary to exercise their functions.

8. Duration of the term — The members of the board of directors are appointed for a term of 2 years, which is renewable, consecutively or not, for the same duration. The total duration of the terms must not exceed 12 years.

At the end of their term, the members remain in office until they are replaced or re-appointed.

9. Replacement — A vacancy on the board of directors is filled in the manner set out for the appointment of the member to be replaced, for the remainder of the term.

Despite section 8, where a member is appointed to sit on the board of directors in consideration of the position the member occupies within a contracting party and the member is removed from office, the member is replaced by a successor for the remainder of the term.

The secretary of the board of directors informs the contracting parties in writing when a member is replaced.

10. Absence — Where a member is absent from a regular meeting or is unable to act for that meeting, the member is replaced by a substitute appointed by the contracting party the member represents. The contracting party immediately informs the secretary in writing so that the secretary can send the notice of convocation to the substitute. Where a member is absent from more than 2 consecutive regular meetings or resigns, the member's office becomes vacant by operation of law and the secretary immediately notifies in writing the contracting party that appointed the member.

11. Failure to comply — Where a member of the board of directors fails to comply with one or more organizational values of the committee or fails to fulfil his or her commitments, duties or responsibilities, the procedure provided for in section 2 of Schedule 3 to the code of ethics and conduct of the directors applies.

12. Vacancy — A vacancy on the board of directors is filled by the contracting party concerned before the next regular meeting is held.

13. Election of a chair and vice-chair — The board of directors elects, from among its members, a chair and a vice-chair. Where the chair is a representative of the employer contracting party, the vice-chair is a representative of the union contracting party, and vice versa. The chair and vice-chair are elected each year on an alternating basis by the members of the contracting party they represent.

§2. *Meetings of the board of directors*

14. Regular meeting — A regular meeting must be held at least every 2 months.

15. Special meeting — A special meeting may be convened by the board of directors in regular meeting, by the chair or upon the written request of at least 4 members of the board of directors, including at least 2 members from each of the contracting parties.

The secretary of the board of directors must include the special agenda with the notice of convocation.

16. Annual meeting — The board of directors holds an annual meeting not later than 30 April of each year. At that meeting, the board of directors elects the chair and vice-chair and designates an independent auditor to prepare the financial statements of the committee.

17. Chairing of meetings — Meetings are chaired by the chair or, in the absence of the chair, the vice-chair. If the chair and the vice-chair are unable to act, the board of directors designates, at the beginning of each meeting, a member to chair the meeting.

18. Place of meetings — Meetings of the board of directors are held at the head office of the committee or elsewhere in Québec if a resolution to that effect is adopted at the previous meeting.

The members of the board of directors may, if they all agree, participate in a meeting using technological means allowing all participants to directly communicate with each other. The secretary specifies the means of communication authorized for that purpose in the notice of convocation.

19. Notice of convocation — At least 10 working days before a meeting is held, a written notice of convocation indicating the date, time and place of the meeting and, if applicable, the technological means for participating in the meeting, is sent to each member of the board of directors. The agenda and the documents relating to the subjects on the agenda are sent to the members as soon as possible following the sending of the notice of convocation.

If the meeting concerns the adoption, amendment or repeal of a regulation of the committee, the subject must be included on the agenda of a notice of convocation to a regular or special meeting so that the board of directors can authorize sending the regulation to the Minister for government approval.

The members of the board of directors may waive the notice of convocation to a meeting. The attendance of a member of the board constitutes a waiver of notice, unless the member is present to contest the legality of the calling of the meeting.

20. Quorum — The quorum at meetings is the majority of the members of the board of directors, including at least 2 members from each of the contracting parties.

21. Vote — At meetings, decisions are taken by a majority vote of the members present. In the case of a tie vote, the chair has a casting vote.

Every member present is required to vote or express their opinion for the purpose of making a decision, except in the case of a conflict of interest.

A member of the board of directors who has a direct or indirect interest in an undertaking with which the committee has business connections or intends to have business connections must disclose to the chair, withdraw from the meeting for the duration of the discussion and vote, and abstain from voting on any issue relating to the undertaking.

22. Subcommittee — The board of directors may, by resolution, establish subcommittees to contribute to the carrying out of its administrative responsibilities.

The provisions of sections 18 and 19 apply to the meetings of a subcommittee.

23. Conduct — The meetings of the board of directors and subcommittees are held in camera.

Only members of the board of directors are admitted to the meetings, unless a written invitation is issued by the chair, vice-chair or secretary. Such invitations must be approved beforehand by the members.

24. Procedure for meetings — Unless otherwise provided by a regulation of the committee, the Code de procédure des assemblées délibérantes de Victor Morin applies during regular meetings, special meetings and annual meetings of the board of directors.

DIVISION IV APPOINTMENT AND FUNCTIONS OF CERTAIN EMPLOYEES OF THE COMMITTEE

25. Appointment of a general manager and a secretary — The board of directors appoints a general manager and a secretary whose functions are provided for in sections 26 and 27. The same person may exercise both functions.

The conditions of employment of the general manager and the secretary are determined by a written contract and approved at a meeting of the board of directors.

26. Functions of the general manager — The general manager manages and administers the day-to-day affairs of the committee in compliance with the applicable rules of law, the orientations of the board of directors and sound and prudent management practices.

Subject to section 25, the general manager must exercise his or her functions on a full-time basis.

In addition to the functions provided for in sections 27 to 30 of the General Regulation to govern the regulations of a parity committee (chapter D 2, r. 17), the functions of a general manager consist in

(1) supervising personnel members of the committee, including hiring, suspending or dismissing any personnel member in accordance with the directives of the board of directors;

(2) being the custodian of the books, archives and other documents of the committee and keeping them at the head office of the committee in accordance with the directives of the board of directors or until a court, the Minister or an officer authorized by the Minister orders the committee to divest itself of them or destroy them;

(3) attending the meetings of the board of directors and the subcommittees and carrying out the decisions rendered at the meetings;

(4) seeing to the preparation of the reports, statistics and financial statements requested by the members of the board of directors or the Minister in accordance with the Act respecting collective agreement decrees (chapter D-2) and the decree;

(5) collecting money from the committee, depositing it in a banking institution, a financial services cooperative within the meaning of the Act respecting financial services cooperatives (chapter C-67.3) or a financial institution authorized under the Trust Companies and Savings Companies Act (chapter S-29.02), and retaining the sums so collected until they are disposed of in accordance with the purposes authorized by the board of directors;

(6) maintaining the accounting records of the parity committee, in particular

(a) any sum of money received and disbursed by the committee, itemized and with vouchers;

(b) the assets and liabilities of the committee;

(c) any other transaction affecting the financial situation of the committee;

(7) give security in the form of an insurance policy approved beforehand by the Minister, for which the insurance premium is paid by the committee;

(8) developing, upon the request of the board of directors, the strategic orientations and governance rules of the committee, in particular a strategic plan, a statement of services, a code of ethics and conduct applicable to members of the board of directors and another applicable to the employees of the committee, a policy for processing complaints and a policy for the review of decisions.

27. Functions of the secretary — The functions of the secretary are as follows:

(1) convene and prepare the agenda for meetings of the board of directors and the subcommittees, in accordance with the directives of the chair and the general manager;

(2) attend the meetings of the board of directors and the subcommittees and draw up the minutes of the discussions and decisions;

(3) be the custodian of the seal of the committee and certify any extract or true copy of the minute book of the meetings of the board of directors.

DIVISION V DELEGATION OF AUTHORITY AND SIGNATURES

28. Vacancy of the general manager position — If the general manager is absent or unable to act, the chair of the board of directors assumes the functions of the general manager and informs the Minister of the situation without delay. The same applies if the general manager is replaced.

29. Bank bills — The payment orders are signed by the chair and the general manager. If the chair or the general manager is unable to act, the vice-chair is authorized to sign the orders in their place.

The receipts and bank bills relating to every payment made by the committee are kept at the head office of the committee and must be produced for auditing and inspection purposes.

30. Approval of accounts — Unless otherwise provided by another regulation, every payment made outside the normal course of operation of the committee must have the prior approval of the board of directors.

31. Signing of contracts — Contracts are approved by the board of directors. They are signed by the chair and the general manager. If the chair or the general manager is unable to act, the vice-chair is authorized to sign in their place.

DIVISION VI ATTENDANCE ALLOWANCE AND TRAVELLING EXPENSES

32. Attendance allowance — The committee pays an attendance allowance of \$200 per day to its members after they participate in a meeting of the board of directors or one of its subcommittees.

A member may not receive more than 4 attendance allowances per month.

The total amount of allowances paid to a member may not exceed \$5,000 per year.

33. Travelling expenses — The committee reimburses the actual travelling expenses incurred by its members to participate in person in a meeting of the board of directors or one of its subcommittees.

The actual travelling expenses are composed of the costs for transportation, meals and accommodation and are reimbursed on presentation of vouchers and in accordance with the Directive sur les frais remboursables lors d'un déplacement et autres frais inhérents (C.T. 194603, 2000-03-30).

No expenses are reimbursed for the virtual participation of a member in a meeting of the board of directors or one of its subcommittees.

DIVISION VII MISCELLANEOUS AND FINAL

34. Fiscal year — The fiscal year of the committee ends on 31 December each year.

35. Replacement — This Regulation replaces the Règlement intérieur du Comité paritaire du personnel de l'industrie de la signalisation routière du Québec, approved by Order in Council 1531-2022 dated 10 August 2022.

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

107053



M.O., 2024-14**Order number V-1.1-2024-14 of the Minister of Finance dated 27 September 2024**

Securities Act
(chapter V-1.1)

CONCERNING the Regulation to amend Regulation 25-102 respecting Designated Benchmarks and Benchmark Administrators

WHEREAS paragraphs 9.2.1, 9.3, 9.5 and 9.6 of section 331.1 of the Securities Act (chapter V-1.1) provide that the *Autorité des marchés financiers* may make regulations concerning the matters referred to in those paragraphs;

WHEREAS section 333 of the said Act provides, more particularly, that the *Autorité des marchés financiers* may establish various classes of persons, securities and transactions and prescribe appropriate rules for each class in exercising its regulatory powers;

WHEREAS the third and fourth paragraphs of section 331.2 of the said Act provide that a draft regulation shall be published in the *Bulletin de l'Autorité des marchés financiers*, accompanied with the notice required under section 10 of the Regulations Act (chapter R-18.1) and may not be submitted for approval or be made before 30 days have elapsed since its publication;

WHEREAS the first and fifth paragraphs of the said section provide that every regulation made under section 331.1 must be approved, with or without amendment, by the Minister of Finance and comes into force on the date of its publication in the *Gazette officielle du Québec* or on any later date specified in the regulation;

WHEREAS the Regulation 25-102 respecting Designated Benchmarks and Benchmark Administrators was approved by ministerial order no. 2021-07 dated 23 June 2021 (2021, G.O. 2, 2586);

WHEREAS there is cause to amend this Regulation;

WHEREAS, in accordance with the third and fourth paragraphs of section 331.2 of the said Act, the draft regulation to amend Regulation 25-102 respecting Designated Benchmarks and Benchmark Administrators was published in the *Bulletin de l'Autorité des marchés financiers*, vol. 21, no. 20 of 23 May 2024;

WHEREAS the *Autorité des marchés financiers* made, on 6 September 2024, by the decision no. 2024-PDG-0040, Regulation to amend Regulation 25-102 respecting Designated Benchmarks and Benchmark Administrators;

WHEREAS there is cause to approve this Regulation without amendment;

CONSEQUENTLY, the Minister of Finance approves without amendment the Regulation to amend Regulation 25-102 respecting Designated Benchmarks and Benchmark Administrators appended hereto.

27 September 2024

ERIC GIRARD
Minister of Finance

REGULATION TO AMEND REGULATION 25-102 RESPECTING DESIGNATED BENCHMARKS AND BENCHMARK ADMINISTRATORS

Securities Act

(chapter V-1.1, s. 331.1, par. (9.2.1), (9.3), (9.5) and (9.6), and s. 333)

1. Section 1 of Regulation 25-102 respecting Designated Benchmarks and Benchmark Administrators (chapter V-1.1, r. 8.2) is amended by inserting the following after subsection (8):

“(8.1) In Québec, the securities regulatory authority may designate a benchmark as a critical benchmark only if it fulfills one or more of the following criteria and conditions:

(a) the benchmark:

(i) is used, by itself or within a combination of benchmarks, as a reference for contracts, derivatives, investment funds, instruments or securities that have a total value in one or more jurisdictions of Canada that is significant on the basis of all the range of maturities or tenors of the benchmark, where applicable; and

(ii) has no appropriate substitute in that part of the market or economy the benchmark is intended to represent;

(b) there would be significant and adverse impacts on market integrity, financial stability, the economy, or the financing of businesses in one or more jurisdictions of Canada or a significant number of market participants in one or more jurisdictions of Canada resulting from any of the following situations:

(i) the benchmark administrator ceases to provide the benchmark;

(ii) input data is not reliable or is not sufficient to provide a benchmark that accurately and reliably represents that part of the market or economy the benchmark is intended to represent.

“(8.2) In Québec, the securities regulatory authority may designate a benchmark as a regulated-data benchmark only if the benchmark is determined by the application of a methodology to any of the following:

(a) transaction data that is provided entirely from:

(i) one or more of the following:

(A) a recognized exchange in a jurisdiction of Canada or an exchange that is subject to appropriate regulation in a foreign jurisdiction;

(B) a recognized quotation and trade reporting system in a jurisdiction of Canada or a quotation and trade reporting system that is subject to appropriate regulation in a foreign jurisdiction;

(C) an alternative trading system that is registered as a dealer in a jurisdiction of Canada or recognized as an exchange in Québec, and is a member of a self-regulatory entity, or an alternative trading system that is subject to appropriate regulation in a foreign jurisdiction;

(D) a marketplace that is similar or analogous to the marketplaces referred to in subparagraph (A), (B) or (C) and that is subject to appropriate regulation in a jurisdiction of Canada or a foreign jurisdiction; or

(ii) a service provider to which the benchmark administrator of the benchmark has outsourced the data collection in accordance with section 13, if the service provider receives the data entirely and directly from a marketplace referred to in subparagraph (i);

(b) net asset values of investment funds that are reporting issuers in a jurisdiction of Canada or subject to appropriate regulation in a foreign jurisdiction.

“(8.3) In Québec, the securities regulatory authority may designate a benchmark as an interest rate benchmark only if the benchmark is used, or is expected to be used, to set an interest rate in a transaction and is determined by using any of the following:

(a) the rate at which financial institutions could lend to, or borrow from, other financial institutions, or market participants other than financial institutions, in the money market;

(b) a survey of rates contributed by financial institutions that routinely accept bankers' acceptances issued by borrowers and are market makers in bankers' acceptances either directly or through an affiliated entity.

“(8.4) In Québec, the securities regulatory authority may designate a benchmark as a commodity benchmark only if the benchmark is determined by reference to or an assessment of an underlying interest that is a commodity other than a currency.

“(8.5) Despite subsections (8.1) to (8.4), in Québec, the securities regulatory authority may designate a benchmark if the benchmark is sufficiently important to financial or commodity markets or if it exposes these markets, the benchmark users or the public to a sufficiently important risk.”.

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

107054



Draft Regulation

Act respecting the governance of the health and social services system
(chapter G-1.021)

Certain measures necessary or useful for carrying out the Act respecting the governance of the health and social services system or effectively achieving its purpose

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1) and the second paragraph of section 1632 of the Act respecting the governance of the health and social services system (chapter G-1.021), that the Regulation respecting certain measures necessary or useful for carrying out the Act respecting the governance of the health and social services system or effectively achieving its purpose, appearing below, may be made by the Government on the expiry of 15 days following this publication.

The draft Regulation provides, with regard to the national service quality and complaints commissioner appointed under the first paragraph of section 702 of the Act respecting the governance of the health and social services system,

— that the Government determines the commissioner's term of office, which may not exceed five years, and fixes the conditions of the commissioner's employment;

— that if the Government appoints the commissioner before the coming into force of section 702 of the Act, the Government may also provide that the commissioner is to take office before the coming into force of that section.

The draft Regulation then provides for provisions for the continuation of the term of office and the conditions of employment of the president and executive director appointed under section 530.62 of the Act respecting health services and social services (chapter S-4.2), until the president and executive director is replaced or reappointed under the Act respecting the governance of the health and social services system.

Further information on the draft Regulation may be obtained by contacting Sylvie Lehoux, Direction exécutive du bureau du sous-ministre, Ministère de la Santé et des Services sociaux, 1075, chemin Sainte-Foy, 14^e étage, Québec (Québec) G1S 2M1; email: sylvie.lehoux@msss.gouv.qc.ca.

Any person wishing to comment on the draft Regulation is requested to submit written comments within the 15-day period to the Minister of Health, 1075, chemin Sainte-Foy, 15^e étage, Québec (Québec) G1S 2M1; email: ministre@msss.gouv.qc.ca.

CHRISTIAN DUBÉ
Minister of Health

Regulation respecting certain measures necessary or useful for carrying out the Act respecting the governance of the health and social services system or effectively achieving its purpose

Act respecting the governance of the health and social services system
(chapter G-1.021, s. 1632, 1st par.).

DIVISION I NATIONAL SERVICE QUALITY AND COMPLAINTS COMMISSIONER

1. The Government determines the term of office of the national service quality and complaints commissioner appointed under the first paragraph of section 702 of the Act respecting the governance of the health and social services system (chapter G-1.021). The term of office may not exceed five years.

The Government determines the remuneration, employee benefits and other conditions of employment of the commissioner.

2. If, pursuant to the third paragraph of section 55 of the Interpretation Act (chapter I-16), the Government appoints a national service quality and complaints commissioner before the coming into force of section 702 of the Act respecting the governance of the health and social services system (chapter G-1.021), the Government may also provide that the commissioner is to take office before the coming into force of that section.

DIVISION II TERM OF OFFICE OF THE PRESIDENT AND EXECUTIVE DIRECTOR OF THE CENTRE RÉGIONAL DE SANTÉ ET DE SERVICES SOCIAUX DE LA BAIE-JAMES

3. A president and executive director appointed under section 530.62 of the Act respecting health services and social services and who is in office on the day before the day of amalgamation continues in office as of the day

of amalgamation until they are replaced or reappointed under section 164 or section 1504 of the Act respecting the governance of the health and social services system (chapter G-1.021).

Subject to the second paragraph of section 1505 of the Act respecting the governance of the health and social services system, the president and executive director preserves their remuneration, employee benefits and other conditions of employment set by a government order made under the second paragraph of section 400 of the Act respecting health services and social services, as it read on the day before the day of amalgamation, until they are replaced or reappointed under the Act respecting the governance of the health and social services system.

For the purposes of this section, the expression “day of amalgamation” has the meaning assigned by the second paragraph of section 1492 of the Act respecting the governance of the health and social services system.

4. For the purposes of the second paragraph of section 1505 of the Act respecting the governance of the health and social services system (chapter G-1.021) in respect of the president and executive director appointed under section 530.62 of the Act respecting health services and social services (chapter S-4.2), the reference to the second paragraph of section 1503 of the Act is replaced by a reference to the second paragraph of section 3 of this Regulation.

DIVISION III

FINAL

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

107055



Draft Regulation

Professional Code
(chapter C-26)

Drugs that may be prescribed or administered by a midwife

—Amendment

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), that the Regulation to amend the Regulation respecting the drugs that may be prescribed or administered by a midwife, made by the Office des professions du Québec and appearing below, is published as a draft and may be submitted to the Government which may approve it, with or without amendment, on the expiry of 45 days following this publication.

The draft Regulation authorizes midwives to insert intra-uterine devices with hormones and contraceptive implants, and to prescribe and administer tranexamic acid used to treat postpartum hemorrhage.

The draft Regulation has no impact on the public and on enterprises, including small and medium-sized businesses.

Further information on the draft Regulation may be obtained by contacting Jean-Martin Poisson, advocate, Direction des affaires juridiques, Office des professions du Québec, 800, place D'Youville, 10^e étage, Québec (Québec) G1R 5Z3; telephone: 418 643-6912, extension 200, or 1 800 643-6912; email: jean-martin.poisson@opq.gouv.qc.ca.

Any person wishing to comment on the draft Regulation is requested to submit written comments within the 45-day period to Annie Lemieux, Secretary, Office des professions du Québec, 800, place D'Youville, 10^e étage, Québec (Québec) G1R 5Z3; email: secretariat@opq.gouv.qc.ca. The comments may be forwarded by the Office to the Minister Responsible for Government Administration and Chair of the Conseil du trésor, and may also be sent to interested persons, departments and bodies.

ANNIE LEMIEUX

Secretary, Office des professions du Québec

Regulation to amend the Regulation respecting the drugs that may be prescribed or administered by a midwife

Midwives Act
(chapter S-0.1, s. 9, 1st par.).

1. The Regulation respecting the drugs that may be prescribed or administered by a midwife (chapter S-0.1, r. 12.1) is amended in the Schedule

(1) by inserting the therapeutic subclass “Anti-haemorrhagics” and the therapeutic sub-subclass “Hemostatics” in the therapeutic class “Blood medication”;

(2) by striking out the restriction “S” applicable to the therapeutic subclass “Oral contraceptives” in the therapeutic class “Hormones and substitutes”.

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

107047



Draft Regulation

Professional Code
(chapter C-26)

Professional acts that persons other than midwives may engage in on certain terms and conditions —Amendment

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), that the Regulation to amend the Regulation respecting professional acts that persons other than midwives may engage in on certain terms and conditions, made by the board of directors of the Ordre des sages-femmes du Québec and appearing below, is published as a draft and may be examined by the Office des professions du Québec then submitted to the Government which may approve it, with or without amendment, on the expiry of 45 days following this publication.

The draft Regulation mainly allows persons enrolled in one of the Indigenous community-based midwifery education programs listed in the draft Regulation to engage in the professional acts that midwives may engage in, on the same conditions but under the supervision of a midwife or another accredited professional.

The draft Regulation has no impact on the public or on enterprises, including small and medium-sized businesses.

Further information on the draft Regulation may be obtained by contacting Julie Morin, Director General and Secretary, Ordre des sages-femmes du Québec, 1200, avenue Papineau, bureau 450, Montréal (Québec) H2K 4R5; telephone: 514 286-1313, extension 334, or 1 877 711-1313; email: julie.morin@osfq.org.

Any person wishing to comment on the draft Regulation is requested to submit written comments within the 45-day period to Annie Lemieux, Secretary, Office des professions du Québec, 800, place D'Youville, 10^e étage, Québec (Québec) G1R 5Z3; email: secretariat@opq.gouv.qc.ca. The comments may be forwarded by the Office to the Minister Responsible for Government Administration and Chair of the Conseil du trésor, and may also be sent to the Ordre des sages-femmes du Québec and to interested persons, departments and bodies.

ANNIE LEMIEUX
Secretary, Office des professions du Québec

Regulation to amend the Regulation respecting professional acts that persons other than midwives may engage in on certain terms and conditions

Professional Code
(chapter C-26, s. 94, 1st par., subpar. h).

1. The Regulation respecting professional acts that persons other than midwives may engage in on certain terms and conditions (chapter S-0.1, r. 1) is amended by replacing the title by the following:

“Regulation respecting professional acts that may be engaged in by persons other than midwives”.

2. Section 1 is amended

(1) by striking out “or, until the coming into force of such a regulation the purpose of which is to determine for the first time the diplomas which meet permit requirements, the diploma of university studies in midwifery awarded by the Université du Québec à Trois-Rivières” in the definition of “diploma meeting permit requirements”;

(2) by inserting the following definition in alphabetical order:

“community-based indigenous midwifery training program” means the theoretical and clinical training unit leading to the achievement of the training objectives of

(1) the community-based midwifery training program of the Inuulitsivik Health Centre and the Ungava Tulattavik Health Centre (Inuulitsiviup Nutarataatitsijingita Ilisarningata Aulagusinga);

(2) the community-based midwifery training program of the Cree Board of Health and Social Services of James Bay (Eeyou Istchee Pimaatisiwin Chiskutimaachawin);

(3) the community-based midwifery training program of Akwesasne (Kontiwiró:kwaw Midwifery Training Program); or

(4) the Innu Midwifery Program of the Innu Round Table Secretariat (Newfoundland and Labrador).”.

3. Section 2 is amended

(1) by replacing “étudiants” in the French text by “personnes étudiantes”;

(2) by adding “or another professional authorized to engage in such act” after “the supervision of a midwife”.

4. The following is inserted after section 2:

“**2.1.** A person enrolled in a community-based indigenous midwifery training program and listed in the Order’s student register may, for the purposes of the training program, engage in any professional act that a midwife may engage in on the same conditions but only under the supervision of a midwife or another professional authorized to engage in such act.”.

5. Section 3 is amended by replacing “étudiants” in the French text by “personnes étudiantes”.

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

107156



Draft Regulation

Court of Appeal Reference Act
(chapter R-23)

References to the Court of Appeal of Quebec

Notice is hereby given that the Chief Justice of Quebec is publishing the draft Regulation respecting references to the Court of Appeal of Quebec, whose text appears below.

Any interested person wishing to comment on the draft Regulation is asked to send written comments, before the expiry of the 45-day period following this publication, to Mtre Bertrand Gervais, Director of the Court Office and Clerk of Appeals – Montreal Seat, at the following address: 100 Notre-Dame Street East, Office RC-36, Montreal, Quebec H2Y 4B6, or by email to: bertrand.gervais@judex.qc.ca.

23 September 2024

The Honourable MANON SAVARD,
Chief Justice of Quebec

Regulation respecting references to the Court of Appeal of Quebec

Court of Appeal Reference Act
(chapter R-23, r. 1).

I. PRELIMINARY PROVISIONS

1. Enabling provision. This regulation is adopted by virtue of the Court of Appeal's powers arising from its administrative independence, and in conformity with section 2 of the Court of Appeal Reference Act (chapter A-23).

2. Application of the Regulation of the Court of Appeal in Civil Matters. The Code of Civil Procedure (chapter C-25.01) and the Regulation of the Court of Appeal of Quebec in Civil Matters (chapter C-25.01, r. 0.2.01) apply, with the necessary modifications and subject to the provisions of the Court of Appeal Reference Act and the provisions of this regulation, to references brought before the Court of Appeal.

II. INITIATION OF REFERENCE AND MANAGEMENT

3. Filing of notice of reference. A reference to the Court of Appeal shall be initiated by filing with the office of the Court a notice of reference to which shall be attached the order in council setting out the question

referred to the Court of Appeal by the Government as well as proof of notification thereof to the Attorney General of Canada and to the attorneys general of the territories and the other provinces.

The Attorney General of Quebec shall also notify the notice of reference to any interested person identified by the Chief Justice of the Court of Appeal and file proof of such notification with the office of the Court.

The clerk shall publish the notice of reference on the Court of Appeal's website.

4. Designation of parties. By the filing of a notice of reference, the Attorney General of Quebec shall ex officio become a party to the proceedings. He shall be designated under his title in any pleadings.

Every other party to the proceedings shall be designated as an intervenor.

5. Declaration of intervention. Within two months after the filing of the notice of reference, any attorney general may intervene in the reference by filing, with the office of the Court, a declaration of intervention as well as proof of its notification to the Attorney General of Quebec. From then on, such attorney general shall be a party to the proceedings.

The clerk shall publish the declaration of intervention on the Court of Appeal's website.

6. Request to intervene. Any person interested in the reference may request leave to intervene. The request to intervene shall be filed with the office of the Court within two months after the filing of the notice of reference, together with proof of notification thereof to the Attorney General of Quebec and to every intervenor.

The request to intervene shall set out the reasons justifying the intervention.

The request shall be made by means of an application, in accordance with the provisions of the Regulation of the Court of Appeal of Quebec in Civil Matters, and its notice of presentation shall include the words "date to be determined by the Chief Justice". It may be heard, by the Chief Justice or by the judge designated by the Chief Justice, at a case management conference or a hearing.

The clerk shall publish the request to intervene on the Court of Appeal's website.

7. Statement of the Attorney General of Quebec. Within two months after the filing of the notice of reference, the Attorney General of Quebec shall file

with the office of the Court a statement containing the following elements, together with proof of its notification to the Attorney General of Canada, the attorneys general of the territories and the other provinces and to the applicants for intervention:

- (a) the nature of the submissions he intends to make;
- (b) the nature of the evidence he intends to file;
- (c) the proposed time frame for the filing of such evidence; and
- (d) all other information useful for establishing a timetable and for the orderly conduct of the proceedings.

8. Management. The Chief Justice or the judge designated by the Chief Justice may, at any time, convene the Attorney General of Quebec, the intervenors and the applicants for intervention to a management conference in order to adjudicate the requests to intervene or set their hearing date, to establish a timetable for the filing of briefs and other documents, and to decide any other question or make any order required for the orderly conduct of the proceedings.

At the request of the Chief Justice or the judge designated by the Chief Justice, an intervenor and an applicant for intervention shall file with the office of the Court, within the specified time limit, a statement containing the information referred to in section 7 of this regulation as well as proof of its notification to the Attorney General of Quebec and to every intervenor and applicant for intervention. Where applicable, the clerk shall publish the statement on the Court of Appeal's website.

9. Hearing. The Chief Justice shall determine the place and date for the hearing of the reference.

10. Time limits. The Chief Justice or the judge designated by the Chief Justice may shorten any time limit set out in this regulation or extend it before or after its expiry.

III. COMING INTO FORCE

11. Coming into force. This regulation comes into force on January 1, 2025.

107048

