



Decree respecting building service employees in the Québec region

chapter D-2, r. 16

Act respecting collective agreement decrees
(chapter D-2, ss. 2 and 6).

WHEREAS, pursuant to the Act respecting collective agreement decrees (chapter D-2), the contracting parties listed below have petitioned the Minister of Labour, Manpower and Income Security to make binding the collective labour agreement entered into between:

on the one part:

La Corporation des entrepreneurs en entretien ménager de Québec;

and, on the other part:

L'Union des employés de service, section locale 800;

for the employers and employees of the occupations concerned, according to the conditions set forth in the *Québec Official Gazette* of 28 September 1968;

WHEREAS the said agreement has gained preponderant significance and importance for establishing employment conditions for the occupations concerned and in the territorial jurisdiction outlined in the petition;

WHEREAS the Act dealing with the publication of notices has been duly observed;

WHEREAS in compliance with the Act, the objections brought forth have been duly considered;

IT IS ORDERED, therefore, upon the recommendation of the Minister of Labour, Manpower and Income Security:

THAT the petition be accepted in pursuance of the Act respecting collective agreement decrees, with however, the following new provisions replacing those set forth in the *Québec Official Gazette* of 28 September 1968.

R.R.Q., 1981, c. D-2, r. 40; O.C. 1755-87, s. 1; O.C. 1629-91, s. 1; O.C. 1808-92, s. 1; O.C. 988-2012, s. 1.

DIVISION 1.00 DEFINITIONS

1.01. In this Decree, unless the context requires otherwise, the following expressions mean:

(a) “crew leader”: the employee who, in addition to doing building service work, sees to the training and supervision of at least 3 employees;

(b) “spouses”: persons who

i. are married or in a civil union and cohabiting:

ii. being of opposite sex or the same sex, are living together in a de facto union and are the father and mother of the same child; or

iii. are of opposite sex or the same sex and have been living together in a de facto union for 1 year or more;

(c) “public building”: a school, a vocational training centre and an adult education centre established by a school board, a college established under the General and Vocational Colleges Act (chapter C-29), an educational institution at the university level within the meaning of the Act respecting educational institutions at the university level (chapter E-14.1), a private educational establishment governed by the Act respecting private education (chapter E-9.1), an establishment within the meaning of the Act respecting health services and social services (chapter S-4.2), an establishment housing a non-profit social and community organization, a day care centre, kindergarten, stop-over centre or a childcare centre within the meaning of the Educational Childcare Act (chapter S-4.1.1), a clinic, convalescent home, shelter or other establishments for the needy, a public library, cultural centre, museum, an exhibition hall, a heritage interpretation centre, a cinema, theatre, church, chapel, convent, club, bar, restaurant, cafeteria, a tavern, brasserie, hotel, motel, inn, conference hall, municipal hall, an exhibition, a fair, stands on race-courses or used for public or sporting amusements or other events, an arena, plant, industry, an office building, an office, a bank, a credit union, a store, a shopping centre, tunnel, station, airport, ship berth, railway terminal or car terminal, a house with several apartments or dwelling units, the common spaces in a condominium building, a public bath, a mall, a cabaret, a place where sporting events are held, a fun fair, a public meeting hall and any other place similar to one of the buildings mentioned in this paragraph or used as such;

(d) “probationary employee”: an employee who has not completed 320 hours of work in the service of his or her employer;

(e) “regular employee”: an employee who has completed 320 hours of work in the service of his or her employer;

(f) “maintenance work”: any work involving cleaning inside or outside of a public building;

(g) “Class A work”: heavy maintenance work such as washing walls, windows, ceilings, light fixtures, chalkboards, sweeping floors with a dust mop one metre or more in width, stripping, washing or treating floors, hose cleaning or cleaning with a pressure system or any other cleaning system, removing spots on floors with a wet

mop that is more than 340.2 g (12 ounces) and a bucket that is more than 12 litres (2.6 imp. gallons), cleaning carpets and surfaces including equipment fixed to the ground, removing waste and the contents of recycling bins larger than 11.34 kg (25.15 lbs) and dusting areas not accessible from floor level;

(h) “Class B work”: any light maintenance work in areas accessible from floor level exclusively, such as dusting, cleaning offices, tables, chairs and other furniture, cleaning ashtrays and wastepaper baskets of 11.34 kg (25.15 lbs) or less, washing light fixtures and cleaning marks on walls and floors with a wet mop that is 340.2 g (12 ounces) or less and a bucket that is 12 litres (2.6 imp. gallons) or less, sweeping floors with a broom, a dust mop or a vacuum cleaner, washing glass partitions and doing light maintenance of washrooms;

(i) “Class C work”: the washing of windows and interior and exterior surfaces requiring the employee to work above ground on a scaffold, bosun’s chair or to be held by safety belts inside or outside buildings;

(j) “continuous service”: an uninterrupted period during which an employee is bound to the employer by a work contract, even if the carrying out of the work has been interrupted without the contract being cancelled, and the period during which fixed-duration contracts follow one another without an interruption that would allow, given the circumstances, to conclude that the contract has been cancelled.

R.R.Q., 1981, c. D-2, r. 40, s. 1.01; O.C. 592-89, s. 1; O.C. 1808-92, s. 2; O.C. 1381-99, s. 1; O.C. 736-2005, s. 1; O.C. 988-2012, s. 2.

DIVISION 2.00 JURISDICTION

2.01. Territorial scope: The Decree applies within the boundaries of the municipalities mentioned in Schedule I.

R.R.Q., 1981, c. D-2, r. 40, s. 2.01; O.C. 1381-99, s. 2.

2.02. Industrial scope: The Decree applies to all maintenance work performed for others.

For the purposes of the first paragraph, maintenance work performed for others also includes maintenance work performed:

(1) by the employee of the employer or administrator of a public building for the tenants of that building in the rented premises and in the common areas for tenants;

(2) under the direction of a person who is not in the employ of the tenant of a space, or of the owner or administrator of the public building.

R.R.Q., 1981, c. D-2, r. 40, s. 2.02; O.C. 592-89, s. 2; O.C. 1381-99, s. 3.

2.03. Exclusions: The Decree does not apply to:

(1) maintenance work performed in the rooms of a hotel or motel;

(2) a self-employed worker doing business alone who contracts directly with the owner, tenant or administrator of a public building and who carries out by himself or with his spouse, or the children of either one who live with them, maintenance work in public buildings for his own benefit;

(3) maintenance work performed by an employee of the Québec or Canadian government or the employee of a municipality in the rented premises and common areas for the tenants of a public building of which one of those bodies is the owner;

(4) maintenance work performed by an employee of one of the following organizations, owner of a public building, for the tenants of that building in the rented premises et common areas for the tenants of that building: a school board, a college instituted under the General and Vocational Colleges Act (chapter C-29), an education institution at the university level within the meaning of the Act respecting educational institutions at the university level (chapter E-14.1), an establishment within the meaning of section 94 of the Act respecting health services and social services (chapter S-4.2), an association of employees within the meaning of the Labour Code (chapter C-27) and a non-profit social and community organization;

(5) maintenance work performed by an employee of one of the cooperatives and of one of the non-profit organizations mentioned hereafter, owner of a public building, for the tenants of that building in the rented premises and the common areas for the tenants of that public building: a day-care centre, a stop-over centre, a kindergarten and a childcare centre within the meaning of the Act respecting childcare centres and other childcare services (chapter C-8.2);

(6) maintenance work performed by an employee of a housing bureau, constituted under section 57 of the Act respecting the Société d’habitation du Québec (chapter S-8), that manages a public building owned by the Société d’habitation du Québec;

(7) maintenance work performed by an employee of an owner of a private seniors’ residence.

R.R.Q., 1981, c. D-2, r. 40, s. 2.03; O.C. 592-89, s. 3; O.C. 1808-92, s. 3; O.C. 887-95, s. 1; O.C. 99-96, s. 1; O.C. 1381-99, s. 4; O.C. 1190-2013, s. 2; O.C. 964-2014, s. 2.

DIVISION 3.00 WORK SCHEDULES

3.01. The standard workweek is 40 hours excluding lunch time.

An employer may schedule the working hours of employees on a basis other than a weekly basis if

(1) the employee occupies a position with irregular working hours;

(2) the purpose of the schedule is not to avoid the payment of overtime hours to employees who occupy positions with regular working hours;

(3) the employer has obtained the written consent of the employee concerned;

(4) the schedule gives the employee the opportunity to obtain, in particular, more stability with regard to wages, insofar as possible;

(5) the average number of hours worked is equivalent to the number of hours of the standard workweek;

(6) working hours are scheduled and paid over a maximum period of 4 weeks; and

(7) the employer has forwarded a written notice to the Comité paritaire de l'entretien d'édifices publics de la région de Québec at least 15 days before the application of the schedule.

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

R.R.Q., 1981, c. D-2, r. 40, s. 3.01; O.C. 988-2012, s. 3; O.C. 158-2020, s. 1.

3.02. (*Revoked*).

R.R.Q., 1981, c. D-2, r. 40, s. 3.02; O.C. 988-2012, s. 4.

3.02.1. No employee is required to accept a work assignment of 7 or more consecutive days.

O.C. 158-2020, s. 2.

3.03. The employer schedules the standard workweek of the employee so as to provide 2 periods of rest totalling 48 hours, 1 of the periods being at least 32 consecutive hours.

R.R.Q., 1981, c. D-2, r. 40, s. 3.03; O.C. 736-2005, s. 2.

3.04. An employee is considered to be at work:

(1) during his coffee break;

(2) when he is obliged to stay on the work premises while waiting for the enterprise to be unlocked;

(3) during the time spent travelling between the different public buildings where he must perform consecutive maintenance work at the request of his employer;

(4) when an employee is available to the employer on the work premises and is obliged to wait to be given work;

(5) during any trial or training period required by the employer.

R.R.Q., 1981, c. D-2, r. 40, s. 3.04; O.C. 1381-99, s. 5; O.C. 736-2005, s. 3.

3.05. The employee considered to be at work under section 3.04 is entitled to the wage corresponding to the one he is paid for performing maintenance work.

R.R.Q., 1981, c. D-2, r. 40, s. 3.05; O.C. 1381-99, s. 5.

DIVISION 4.00 OVERTIME HOURS AND MINIMUM HOURS

4.01. Hours worked in excess of the standard workweek constitute overtime hours and such hours are paid at time and a half.

For the purpose of computing overtime hours, the annual leave and statutory holidays are deemed to be work days.

All overtime requires prior authorization by the employer.

R.R.Q., 1981, c. D-2, r. 40, s. 4.01; O.C. 988-2012, s. 5; O.C. 158-2020, s. 3.

4.02. The employer may not oblige an employee to work overtime hours.

R.R.Q., 1981, c. D-2, r. 40, s. 4.02.

4.03. When he has worked 12 continuous hours, the employee is paid for time spent for his meal and this period is included in hours worked when calculating overtime hours.

R.R.Q., 1981, c. D-2, r. 40, s. 4.03.

4.04. The employee who reports to work at the beginning of the workday and who works less than 3 consecutive hours, receives at least an amount equal to 3 times his hourly wage, unless notified the previous day not to report to work.

The employee who reports to work at the express request of the employer and who works less than 3 consecutive hours, is entitled, except in the case of a superior force, to an indemnity equal to 3 times his regular hourly wage, except where section 4.01 ensures him of a higher amount.

The employee, who after leaving the work site, is called to return for overtime shall not receive less than wages equal to 4.5 times his hourly wage.

The first 2 paragraphs do not apply when the nature of the work or the performance conditions are such that the work is usually done entirely within a period of 3 hours.

R.R.Q., 1981, c. D-2, r. 40, s. 4.04; O.C. 736-2005, s. 4.

4.05. *(Replaced).*

R.R.Q., 1981, c. D-2, r. 40, s. 4.05; O.C. 736-2005, s. 4.

DIVISION 5.00
WAGES

5.01. An employee receives at least the following hourly rate depending on the class of employment:

Class of employment	11 March 2020	1 Nov. 2020	1 Nov. 2021	1 Nov. 2022	1 Nov. 2023	1 Nov. 2024	1 Nov. 2025
A	\$18.59	\$19.06	\$19.58	\$20.07	\$20.57	\$21.09	\$21.62
B	\$18.25	\$18.75	\$19.32	\$19.85	\$20.40	\$20.96	\$21.57
C	\$19.11	\$19.58	\$20.12	\$20.63	\$21.14	\$21.67	\$22.23

R.R.Q., 1981, c. D-2, r. 40, s. 5.01; O.C. 382-84, s. 1; O.C. 1755-87, s. 2; O.C. 592-89, s. 4; O.C. 1808-92, s. 5; O.C. 99-96, s. 2; Erratum, 1996 G.O. 2, 1593; O.C. 1381-99, s. 6; O.C. 1038-2005, s. 1; O.C. 988-2012, s. 6; O.C. 158-2020, s. 4.

5.02. In addition to the hourly wage provided for the class of work to which he or she is assigned, the crew leader receives an hourly premium determined according to the number of employees under the crew leader's responsibility on the same shift:

Class of employment	11 March 2020	1 Nov. 2020	1 Nov. 2021	1 Nov. 2022	1 Nov. 2023	1 Nov. 2024	1 Nov. 2025
5 or fewer	\$0.58	\$0.60	\$0.61	\$0.63	\$0.64	\$0.66	\$0.68
From 6 to 11	\$0.88	\$0.90	\$0.93	\$0.95	\$0.97	\$1.00	\$1.03
12 or more	\$1.18	\$1.20	\$1.23	\$1.26	\$1.29	\$1.32	\$1.35

R.R.Q., 1981, c. D-2, r. 40, s. 5.02; O.C. 1038-2005, s. 2; O.C. 988-2012, s. 7; O.C. 158-2020, s. 5.

5.03. Wages are paid by bank deposit at the latest on the Wednesday of every week or every 2 weeks, depending on the existing practice of the employer.

R.R.Q., 1981, c. D-2, r. 40, s. 5.03; O.C. 1808-92, s. 6; O.C. 158-2020, s. 6.

5.04. The pay slip provided for in section 5.05 is sent at the employee's request by electronic mail. Failing that, the pay slip is mailed to the employee's residence or distributed on the work premises, provided that the pay slip is given to the employee in a sealed envelope so that the employee's personal information is protected. Only representatives of the employer whose duties require it may have access to the employee's personal information.

R.R.Q., 1981, c. D-2, r. 40, s. 5.04; O.C. 1808-92, s. 6; O.C. 988-2012, s. 8; O.C. 158-2020, s. 7.

5.05. The employer gives the employee along with wages a pay slip with the following particulars:

- (a) the employer's name;
- (b) the name of the employee;
- (c) the job classification of the employee;
- (d) the date of payment and the work period corresponding to the payment;
- (e) the number of hours paid at the applicable rate for standard weekly hours;
- (f) the number of overtime hours paid along with the applicable rate;

- (g) the nature and amount of premiums, indemnities or allowances paid;
- (h) the wage rate;
- (i) the gross wage;
- (j) the nature and amount of deductions made;
- (k) the net wage paid to the employee;
- (l) the number of hours of leave credit of the employee.
- (m) the employee's hiring date;

Coming into force: 1 November 2023

(n) the amount of the employer's contribution to the group registered retirement savings plan during the period and the total contribution during the calendar year;

(o) the amount of the employee's voluntary contribution to the group registered retirement savings plan that was deducted by the employer during the period and the total contribution during the calendar year.

R.R.Q., 1981, c. D-2, r. 40, s. 5.05; O.C. 1755-87, s. 3; O.C. 592-89, s. 4; O.C. 158-2020, s. 8.

5.06. (Revoked).

R.R.Q., 1981, c. D-2, r. 40, s. 5.06; O.C. 158-2020, s. 9.

5.07. No formal requirements, such as a signature, other than that needed to establish that the amount paid corresponds to the net wages mentioned on the pay slip, is required.

R.R.Q., 1981, c. D-2, r. 40, s. 5.07.

5.08. The fact that an employee accepts a pay slip does not mean that he has renounced payment of all or part of the wages owing to him.

R.R.Q., 1981, c. D-2, r. 40, s. 5.08.

5.09. The employer may withhold a part of an employee's wages only if he is obliged to do so by law, regulation, court order, collective agreement, decree or mandatory participation in a supplemental pension plan or if he is authorized to do so in writing by the employee for a specific purpose mentioned in the document.

The employee may revoke such permission at any time, except when the deduction is for a collective insurance plan or a supplemental pension plan. The employer pays to the agencies concerned the sums deducted.

R.R.Q., 1981, c. D-2, r. 40, s. 5.09; O.C. 1808-92, s. 7; O.C. 736-2005, s. 5.

Coming into force: 1 November 2023

DIVISION 5.1.00

GROUP REGISTERED RETIREMENT SAVINGS PLAN

5.1.01. The group registered retirement savings plan is administered by the Comité paritaire de l'entretien d'édifices publics de la région de Québec.

O.C. 158-2020, s. 10.

5.1.02. On the day the employee is hired, the employer must have the employee complete, date and sign the enrollment form for the group registered retirement savings plan provided by the parity committee.

It is incumbent on the employer to ask the parity committee to renew their supply of forms in a timely manner.

O.C. 158-2020, s. 10.

5.1.03. The employer's mandatory contribution to the group registered retirement savings plan is

(1) five cents (\$0.05) per hour paid as of 1 November 2023;

(2) ten cents (\$0.10) per hour paid as of 1 November 2024;

(3) twenty cents (\$0.20) per hour paid as of 1 November 2025.

O.C. 158-2020, s. 10.

5.1.04. The amount of the employer's mandatory contribution to the group registered retirement savings plan applies from the employee's first hour of work.

O.C. 158-2020, s. 10.

5.1.05. The employer must withhold the employee's voluntary contribution from the employee's wages as soon as the employer receives a writing to that effect. The employee may not end the contribution or change its amount more than once a year.

O.C. 158-2020, s. 10.

5.1.06. The employer must send to the parity committee, not later than the 15th day of each month, the employer's contribution to the group registered retirement savings plan for the preceding month as well as any voluntary contribution from the employee.

O.C. 158-2020, s. 10.

5.1.07. Sections 5.1.01 to 5.1.06 do not apply to an employee who has reached 71 years of age. However, the contribution provided for in section 5.1.03 must be added to the employee's hourly rate.

O.C. 158-2020, s. 10.

DIVISION 6.00 PAID GENERAL HOLIDAYS

6.01. 24 June is a paid general holiday in accordance with the National Holiday Act (chapter F-1.1).

R.R.Q., 1981, c. D-2, r. 40, s. 6.01; O.C. 1808-92, s. 8.

6.02. Regular employees are entitled each year to 10 general holidays with pay, chosen among the following: 1 January, 2 January or 31 December, Good Friday or Easter Monday, the Monday preceding 25 May, 1 July, Labour Day, Thanksgiving Day, 25 December, 24 or 26 December, and another holiday, chosen by the employer, between 22 December and 5 January.

R.R.Q., 1981, c. D-2, r. 40, s. 6.02; O.C. 382-84, s. 2; O.C. 1755-87, s. 4; O.C. 736-2005, s. 6; O.C. 988-2012, s. 9; O.C. 158-2020, s. 11.

6.03. A movable holiday with pay is granted each year to employees who have at least 12 months of continuous service; this annual movable holiday is taken on a date agreed upon by the employer and the employee.

R.R.Q., 1981, c. D-2, r. 40, s. 6.03; O.C. 382-84, s. 2; O.C. 1755-87, s. 4.

6.04. By mutual agreement between the employer and the employee, the observance of one of the general holidays mentioned in sections 6.02 and 6.03 may be changed to another date within the 30 calendar days preceding or following such day.

R.R.Q., 1981, c. D-2, r. 40, s. 6.04.

6.05. The indemnity for each general holiday referred to in sections 6.02 and 6.03 is paid as follows:

(a) the payment owed the employee for a general holiday with pay is equal to the amount to which the employee would have been entitled had the employee worked on that day;

(b) despite subparagraph *a*, if an employee is entitled to it and the employee's working hours are scheduled over less than 5 days per week, the employee is remunerated as follows: 20% of the wages earned in the pay period preceding the holiday. If the pay period is every 2 weeks, the percentage is 10%.

An employee may renounce to take a general holiday if working on that general holiday does not entail a 50% increase in wages.

R.R.Q., 1981, c. D-2, r. 40, s. 6.05; O.C. 736-2005, s. 7; O.C. 988-2012, s. 10; O.C. 158-2020, s. 12.

6.06. The regular employee is entitled to the holiday pay mentioned in section 6.05 and upon condition that he works or that he is available to work the working day preceding and following the holiday; this condition

does not apply if the employee's absence is due to the following reasons:

(a) the employee has prior authorization to be absent;

(b) the employee was laid off the day preceding or following the holiday;

(c) the employee is absent owing to sickness or an accident for a period of less than 5 days. The employer reserves the right to request a medical certificate from the employee justifying the absence.

R.R.Q., 1981, c. D-2, r. 40, s. 6.06; O.C. 1808-92, s. 9; O.C. 99-96, s. 3; O.C. 736-2005, s. 8; O.C. 988-2012, s. 11; O.C. 158-2020, s. 13.

6.07. (*Revoked*).

R.R.Q., 1981, c. D-2, r. 40, s. 6.07; O.C. 736-2005, s. 9.

6.08. When one of the holidays mentioned in sections 6.02 and 6.03 falls on a non-working day, the holiday is moved to a working day within the 30 calendar days that precede or follow such day.

R.R.Q., 1981, c. D-2, r. 40, s. 6.08.

6.09. When one of the holidays mentioned in sections 6.02 and 6.03 falls during the employee's annual vacation, the employer pays the latter the holiday pay to which he is entitled or adds an extra day to the annual holiday.

R.R.Q., 1981, c. D-2, r. 40, s. 6.09.

6.10. The probationary employee is entitled to the following paid general holidays: 1 January, Good Friday or Easter Monday, at the option of the employer, the Monday preceding 25 May, 1 July, or if that date falls on a Sunday, 2 July, Labour Day, Thanksgiving and 25 December.

O.C. 736-2005, s. 10; O.C. 988-2012, s. 12; O.C. 158-2020, s. 14.

6.11. For each general holiday provided in section 6.10, the employer shall pay the employee an indemnity equal to 1/20 of his wages earned during the 4 complete weeks of pay preceding the week of the holiday, excluding overtime hours.

O.C. 736-2005, s. 10.

6.12. Where a probationary employee, is obliged to work one of the days mentioned in section 6.10, the employer, in addition to paying the employee the wage corresponding to the work performed on the holiday, shall pay the indemnity provided in section 6.11 or grant him a compensatory holiday of 1 day. In this case, the holiday must be taken in the 30 civil days before or after that day.

O.C. 736-2005, s. 10; O.C. 988-2012, s. 13; O.C. 158-2020, s. 14.

6.13. Where an employee, who has not worked 320 hours in the enterprise, is on annual leave on one of the general holidays provided in section 6.10, the employer shall pay him the indemnity provided in section 6.11 or grant him a compensatory holiday on a date agreed upon by the employer and the employee concerned or fixed by a collective agreement.

O.C. 736-2005, s. 10; O.C. 988-2012, s. 14.

6.14. To benefit from a general holiday, a probationary employee must not be absent from work without the authorization of the employer or for valid cause, the working day preceding or the working day following the holiday.

O.C. 736-2005, s. 10; O.C. 988-2012, s. 15; O.C. 158-2020, s. 14.

DIVISION 7.00 PAID ANNUAL VACATION

7.01. The qualifying period extends from 1 May of the preceding year to 30 April of the current year.

R.R.Q., 1981, c. D-2, r. 40, s. 7.01.

7.02. The employee who, at the end of the qualifying period, has less than 320 hours worked in the enterprise, is entitled to a continuous vacation of 1 working day off for each month of continuous service and such total vacation is not to exceed 10 days. The vacation pay is equal to 4% of the employee's gross wages during the qualifying period.

R.R.Q., 1981, c. D-2, r. 40, s. 7.02; O.C. 592-89, s. 6; O.C. 1808-92, s. 10; O.C. 99-96, s. 4; O.C. 988-2012, s. 16.

7.02.1. The employee who, at the end of the qualifying period, has 320 hours or more worked in the enterprise, is entitled to a continuous vacation of 1.5 working days off for each month of continuous service and such total vacation is not to exceed 15 days. The vacation pay is equal to 6% of the employee's gross wages during the qualifying period.

O.C. 592-89, s. 7; O.C. 1808-92, s. 10; O.C. 99-96, s. 4; O.C. 988-2012, s. 17.

7.03. The employee who, at the end of the qualifying period, has 1 year of continuous service with his employer, is entitled to a 3-week annual vacation, 2 weeks of which are continuous. The vacation pay is equal to 6% of the employee's gross wages during the qualifying period.

R.R.Q., 1981, c. D-2, r. 40, s. 7.03; O.C. 1808-92, s. 10; O.C. 99-96, s. 4.

7.03.1. The employee who, at the end of the qualifying period, has 3 year of continuous service with his employer, is entitled to an annual vacation of a minimum

duration of 3 consecutive weeks. The vacation pay is equal to 6% of the employee's gross wages during the qualifying period.

O.C. 158-2020, s. 15.

7.04. The employee who, at the end of the qualifying period, has 10 years of continuous service, is entitled to an annual vacation of 4 weeks. The vacation pay is 8% of the employee's gross wages during the qualifying period.

R.R.Q., 1981, c. D-2, r. 40, s. 7.04; O.C. 382-84, s. 3; O.C. 1808-92, s. 11; O.C. 99-96, s. 4.

Coming into force: 1 May 2023

7.04.1. The employee who, at the end of the qualifying period, has 33 years of continuous service, is entitled to an annual vacation of 5 weeks. The vacation pay is equal to 10% of the employee's gross wages during the qualifying period.

O.C. 158-2020, s. 16.

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

R.R.Q., 1981, c. D-2, r. 40, s. 7.05.

7.06. An employee entitled to more than 2 weeks of annual leave may, after having made a request in writing to the employer, give up that part of his or her leave which exceeds 2 weeks. In such case, the employee must receive his or her entire annual leave indemnity before leaving on vacation.

R.R.Q., 1981, c. D-2, r. 40, s. 7.06; O.C. 1808-92, s. 12; O.C. 99-96, s. 5; O.C. 988-2012, s. 18.

7.07. Should an employee be absent owing to one of the reasons listed in the first paragraph of section 79.1 of the Act respecting labour standards (chapter N-1.1) or on maternity or paternity leave during the qualifying period and should that absence result in the reduction of that employee's annual leave indemnity, the employee is then entitled to an indemnity equal, as the case may be, to 2, 3, 4 or 5 times the weekly average of the wage earned during the period worked. The employee referred to in section 7.02 whose annual leave is less than 2 weeks is entitled to that amount in proportion to the days of leave credited to the employee's accounts.

Despite the first paragraph, the annual leave indemnity may not exceed the indemnity to which the employee would have been entitled if the employee had not been absent or on leave owing to a reason set out in the first paragraph.

R.R.Q., 1981, c. D-2, r. 40, s. 7.07; O.C. 1808-92, s. 13; O.C. 988-2012, s. 19; O.C. 158-2020, s. 17.

Note: *with regard to the indemnity equal to 5 times the weekly average of the wages earned for employees entitled to a 5-week annual vacation, the provision will come into force on 1 May 2023*

7.08. The annual leave indemnity is paid to an employee by bank transfer during the employer's regular pay period.

An employee who divides annual leave may, if the employee so wishes, receive by bank transfer, at the time of each elected period of leave, the indemnity to which the employee is entitled for the duration of each of those periods.

R.R.Q., 1981, c. D-2, r. 40, s. 7.08; O.C. 1808-92, s. 14; O.C. 988-2012, s. 20; O.C. 158-2020, s. 18.

7.09. The annual vacation is exigible in the 12 months following the qualifying year.

Notwithstanding the first paragraph, the employer may, at the request of the employee, allow the annual leave to be taken, in whole or in part, during the reference year.

In addition, if at the end of the 12 months following the end of a reference year, the employee is absent owing to sickness or accident or is absent or on leave for family or parental matters, the employer may, at the request of the employee, defer the annual leave to the following year. If the annual leave is not so deferred, the employer must pay the indemnity for the annual leave to which the employee is entitled.

Notwithstanding any contrary clause of a collective agreement or a contract, any period of salary insurance, sickness insurance or disability insurance interrupted by a leave taken in accordance with the first paragraph is continued, where applicable, after the leave, as if it had never been interrupted.

R.R.Q., 1981, c. D-2, r. 40, s. 7.09; O.C. 736-2005, s. 11.

7.10. When an employee terminates his employment, he receives vacation pay for any days of vacation owing before the previous 1 May if they have not been taken and also any vacation pay owing to him for the period elapsed since this date.

R.R.Q., 1981, c. D-2, r. 40, s. 7.10; O.C. 592-89, s. 8.

DIVISION 8.00

LEAVE OWING TO SICKNESS, AN ACCIDENT, FAMILY OBLIGATIONS OR PERSONAL REASONS

8.01. The regular employee acquires a leave credit equal to 2.31% of the hours paid, including annual leave, holidays, leave owing to sickness, an accident, family

obligations or personal reasons, and overtime hours, for each month of service with the employer. The leave hour credit is computed as a number of hours at the end of each month of service.

R.R.Q., 1981, c. D-2, r. 40, s. 8.01; O.C. 2280-84, s. 1; O.C. 1808-92, s. 15; O.C. 1038-2005, s. 3; O.C. 988-2012, s. 21; O.C. 158-2020, s. 20.

8.02. *(Obsolete).*

R.R.Q., 1981, c. D-2, r. 40, s. 8.02.

8.03. On 31 October of each year, the employer determines the total accumulated leave hour credits of each employee.

The employer pays to the employee the amount in excess of 2% of the accumulated leave hour credits, not later than 10 December of each year, at the employee's current hourly rate.

Accumulated leave hour credits that are not paid under the second paragraph are accumulated from year to year.

R.R.Q., 1981, c. D-2, r. 40, s. 8.03; O.C. 2280-84, s. 2; O.C. 1808-92, s. 16; O.C. 99-96, s. 6; O.C. 1381-99, s. 7; O.C. 1038-2005, s. 4; O.C. 988-2012, s. 22; O.C. 158-2020, s. 21.

8.03.1. Except in the case of a resignation or dismissal, the employer pays all the leave hour credits accumulated by an employee

(1) whose employment is terminated due to a layoff lasting longer than 13 months;

(2) who was laid off and cannot work more than 35 km from the employee's residence;

(3) who retires.

O.C. 988-2012, s. 23; O.C. 158-2020, s. 22.

8.04. *(Revoked).*

R.R.Q., 1981, c. D-2, r. 40, s. 8.04; O.C. 2280-84, s. 3.

8.05. The sick leave with wages applies as of the first day of absence for sickness.

R.R.Q., 1981, c. D-2, r. 40, s. 8.05; O.C. 2280-84, s. 4; O.C. 1808-92, s. 15.

8.06. To be entitled to a sick leave with pay, the employee shall notify his employer as of the first day of his absence unless he is prevented to do so due to unforeseeable circumstances.

R.R.Q., 1981, c. D-2, r. 40, s. 8.06; O.C. 2280-84, s. 4.

8.07. *(Revoked).*

R.R.Q., 1981, c. D-2, r. 40, s. 8.07; O.C. 1808-92, s. 17; O.C. 158-2020, s. 23.

8.08. An employee may, on approval of the employer, use accumulated days of leave to make up for a lack of work owing to a power failure or fire at the employee's workplace.

O.C. 1808-92, s. 18; O.C. 158-2020, s. 24.

8.09. An employee who has 3 months of uninterrupted service may be absent from work for a period of not more than 26 weeks over a period of 12 months owing to one of the reasons provided for in section 79.1 of the Act respecting labour standards (chapter N-1.1), in particular, sickness, an accident, domestic violence or sexual violence.

The first paragraph does not apply to accidents covered by the Act respecting industrial accidents and occupational diseases (chapter A-3.001).

An employee must advise the employer as soon as possible of a period of absence from work, giving the reasons for it. If it is warranted by the duration of the absence or its repetitive nature, for instance, the employer may request that the employee furnish a document attesting to those reasons.

O.C. 158-2020, s. 25.

8.10. An employee who has 3 months of uninterrupted service may be absent from work 10 days a year to fulfil family obligations, in accordance with section 79.7 of the Act respecting labour standards (chapter N-1.1).

The leave may be divided into days. A day may also be divided if the employer consents thereto.

The employee must advise the employer of the absence as soon as possible and take reasonable steps within the employee's power to limit the leave and its duration.

O.C. 158-2020, s. 25.

8.11. The first 2 days of leave taken annually by a probationary employee who has 3 months of uninterrupted service owing to one of the reasons provided for in section 8.09 or 8.10 are paid according to the following formula: 1/20 of the wages earned during the 4 complete weeks of pay preceding the week of the holiday excluding overtime hours.

The wages paid are deducted from the employee's accumulated leave hour credits. If there are no or insufficient credits, the employee repays them using subsequent accumulated leave hour credits.

O.C. 158-2020, s. 25.

8.12. On 1 January of each year, if a regular employees who has 3 months of uninterrupted service and no accumulated leave hour credits must be absent owing to

one of the reasons provided for in section 8.09 or 8.10, the first 2 days of absence are paid by the employer according to the formula provided for in section 8.11.

O.C. 158-2020, s. 25.

DIVISION 9.00 REST PERIODS AND SPECIAL LEAVE

9.01. (1) The employer grants the employee a maximum period of 1 hour without pay for meals. The employee is paid for his meal period when he is unable to leave the work premises and when the period cannot be postponed;

(1.1) where the employer requires the employee to work 12 continuous hours, the employee is entitled to a paid 30-minute period for meals;

(2) (*paragraph revoked*);

(3) the employer grants employees a paid 15-minute rest period after a period of work of 3 hours and 45 minutes and a second paid 15-minute rest period after a period of work of 6 hours and 45 minutes.

Periods of work are computed by day or by shift, using the method that is more advantageous to the employee;

(4) for the purposes of this section, the worker is considered to have worked the number of hours equal to the number of hours for which he is paid.

R.R.Q., 1981, c. D-2, r. 40, s. 9.01; O.C. 2280-84, s. 5; O.C. 1808-92, s. 15; O.C. 99-96, s. 7; O.C. 1381-99, s. 8; O.C. 736-2005, s. 12; O.C. 988-2012, s. 24; O.C. 158-2020, s. 26.

9.02. In the event of the death of the employee's spouse, child or the child of the employee's spouse, the employee may be absent from work for 5 working days with pay. The employee may also be absent for an additional period not exceeding one week on such occasion, but without pay.

If the death results from suicide or a criminal offence, the employee may benefit from the provisions of sections 79.11, 79.12 and 79.15 of the Act respecting labour standards (chapter N-1.1).

R.R.Q., 1981, c. D-2, r. 40, s. 9.02; O.C. 1808-92, s. 19; O.C. 736-2005, s. 13; O.C. 988-2012, s. 25.

9.03. In the event of the death of the following family members: mother, father, brother, sister; the employee may be absent from work for 3 days without reduction of wages. The employee may also be absent for 3 additional days on such occasion, but without pay.

R.R.Q., 1981, c. D-2, r. 40, s. 9.03; O.C. 1808-92, s. 19; O.C. 736-2005, s. 14; O.C. 988-2012, s. 26.

9.04. In the event of the death of the following family members: father-in-law, mother-in-law, sister-in-law, brother-in-law, grandfather, grandmother; the employee may be absent from work for 1 day without reduction of wages. The employee may also be absent for 3 additional days on such occasion, but without pay.

R.R.Q., 1981, c. D-2, r. 40, s. 9.04; O.C. 1808-92, s. 19; O.C. 736-2005, s. 15; O.C. 988-2012, s. 27.

9.05. An employee may be absent from work for 1 day without reduction of wages in the event of the death of a grandchild, a son-in-law or a daughter-in-law. The employee may also be absent for an additional day on such occasion, but without pay.

R.R.Q., 1981, c. D-2, r. 40, s. 9.05; O.C. 1808-92, s. 19; O.C. 99-96, s. 8; O.C. 988-2012, s. 28.

9.05.1. *(Replaced).*

O.C. 1808-92, s. 19; O.C. 99-96, s. 8.

9.05.2. For the purposes of sections 9.02 to 9.05, the employee may exercise the right to be absent as of the death or funeral, without exceeding the following periods, taking the special conditions into account:

(1) beyond the week after the date of the funeral where the death or funeral occurs inside the country. However, on presentation of a supporting document, the employee may have 2 days of leave to attend the interment or cremation of the body or its placement in a public vault. The employee must advise the employer of the absence as soon as the date becomes known;

(2) beyond 30 days after the date of the death where the death or funeral occurs outside the country.

In the event that a death for which the employee is entitled to a vacation under sections 9.02 to 9.05 occurs during the employee's annual vacation, unless there is an agreement between the employee and the employer concerning the resumption of the vacation at a later date, the employee's annual vacation must be extended by a period equivalent to the vacation to which the employee is entitled.

O.C. 158-2020, s. 27.

9.06. *(Revoked).*

R.R.Q., 1981, c. D-2, r. 40, s. 9.06; O.C. 99-96, s. 8; O.C. 988-2012, s. 29.

9.07. An employee may be absent from work for 1 day, with pay, on his wedding day or day of his civil union. He may also be absent for 4 additional days, with pay, by using the annual vacation days provided for in

sections 7.02 to 7.04 or any leave with pay that he has to his credit and that is provided for in section 8.01.

R.R.Q., 1981, c. D-2, r. 40, s. 9.07; O.C. 1808-92, s. 20; O.C. 99-96, s. 8; O.C. 736-2005, s. 16; O.C. 158-2020, s. 28.

9.08. An employee may be absent from work, without pay, on the wedding day or day of the civil union of one of his children, of his father, mother, brother, sister or of one of the children of his spouse.

The employee must advise his employer of his absence at least 1 week in advance.

O.C. 1755-87, s. 5; O.C. 1808-92, s. 20; O.C. 99-96, s. 8; O.C. 736-2005, s. 17.

9.09. In the event of the birth of his child, the adoption of a child or the termination of the pregnancy in or after the twentieth week of pregnancy, an employee may be absent from work for 5 days. The first 2 days of absence are with pay.

This leave may be taken as separate days at the employee's request.

If the employee was not absent when the child was born or adopted, he may take the leave for the baptism of the child.

In order to replace 1 of the 3 days of such leave without pay, an employee who is absent on a working day may use a day of paid annual vacation provided for in sections 7.02 to 7.04, or a day of leave with pay that he has to his credit and that is provided for in section 8.01.

O.C. 99-96, s. 8; O.C. 736-2005, s. 18; O.C. 158-2020, s. 29.

9.10. For each of the events provided for in sections 9.02 to 9.09, an employee is entitled to 1 additional day of absence if, to attend the event in question, he must travel more than 175 km from his residence.

This additional day is with pay in the case provided for in sections 9.02 to 9.05, 9.07 and 9.09 and is without pay in the case provided for in sections 9.06 and 9.08.

O.C. 99-96, s. 8.

9.11. *(Revoked).*

O.C. 99-96, s. 8; O.C. 736-2005, s. 19; O.C. 158-2020, s. 30.

9.12. In the circumstances mentioned in sections 9.02 to 9.07 and 9.09, the employee must notify the employer of his absence as soon as possible.

O.C. 99-96, s. 8; O.C. 158-2020, s. 31.

9.13. When moving to a new address, an employee may, once every year, use a day of leave with pay that the employee has to the employee's credit and that is provided for in section 8.01.

O.C. 99-96, s. 8; O.C. 158-2020, s. 32.

DIVISION 10.00 **MATERNITY LEAVE**

10.01. A female employee is entitled to a maternity leave in accordance with the Act respecting labour standards (chapter N-1.1).

R.R.Q., 1981, c. D-2, r. 40, s. 10.01; O.C. 1808-92, s. 21.

DIVISION 11.00 **NOTICE OF TERMINATION OF EMPLOYMENT OR LAYOFF**

11.01. Prior notice: An employer shall give an employee written notice before terminating his work contract or laying him off for 6 months or more.

The notice shall be given 1 week before if the employee has less than 1 year of continuous service, 2 weeks before if he has from 1 to 5 years of continuous service, 4 weeks before if he has from 5 to 10 years of continuous service and 8 weeks before if he has 10 years or more of continuous service.

A notice of termination of employment given to an employee while he is laid off is absolutely null, except in the case of employment that does not usually last longer than 6 months due to seasonal influences.

R.R.Q., 1981, c. D-2, r. 40, s. 11.01; O.C. 1808-92, s. 22; O.C. 736-2005, s. 20.

11.02. Section 11.01 does not apply in the case of an employee:

- (1) who has less than 3 months of continuous service;
- (2) whose contract for a specific length of time or for a specific undertaking expires;
- (3) who is guilty of gross negligence;
- (4) whose termination of work contract or layoff is the result of a fortuitous event.

R.R.Q., 1981, c. D-2, r. 40, s. 11.02; O.C. 1808-92, s. 22.

11.03. The employer who does not give notice as set out in section 11.01 or who gives notice within an insufficient length of time shall pay the employee a compensating indemnity equal to his regular wages, not taking into account overtime, for a period equal to the notice period or the time remaining in the notice period to which he was entitled.

The indemnity shall be paid at the time of the termination of employment or at the beginning of a layoff expected to last longer than 6 months or upon the expiry of 6 months of a layoff of undetermined length or expected to last less than 6 months but that exceeds that length of time.

R.R.Q., 1981, c. D-2, r. 40, s. 11.03; O.C. 1808-92, s. 22.

DIVISION 12.00 **UNIFORMS AND ACCESSORIES**

12.01. When the employer requires his employees to wear a uniform or special apparel, he supplies free of charge such uniform or apparel for his employees.

R.R.Q., 1981, c. D-2, r. 40, s. 12.01; O.C. 1808-92, s. 23.

12.02. When an employee terminates his employment, he returns to the employer any uniform or special apparel supplied by the employer.

R.R.Q., 1981, c. D-2, r. 40, s. 12.02.

12.03. The employer pays the cost of safety shoes where the employer's client requires that they be worn on the work premises, up to \$100.00 per year.

That amount is increased by \$2.00 on 1 November of each year until the expiry of the Decree.

O.C. 99-96, s. 9; O.C. 988-2012, s. 30; O.C. 158-2020, s. 33.

12.04. The employer must place at the disposal of the employees a first aid kit, the content of which must comply with the First-aid Minimum Standards Regulation (chapter A-3.001, r. 10), if no such kit is already accessible in the establishment. The kit must be available on the work premises at all times and the employees must be informed of its location.

O.C. 99-96, s. 9; O.C. 158-2020, s. 34.

DIVISION 12.1.00 **MISCELLANEOUS**

12.1.01. The employer may not require, directly or indirectly, to have an employee repay the cost of a document or certificate required by the employer or a third person after the employee is hired.

O.C. 158-2020, s. 35.

DIVISION 13.00 **TERM**

13.01. The Decree remains in force until 1 November 2025. It is then automatically renewed from year to year thereafter, unless the employer party or the union party opposes it by a written notice sent to the Minister of

Labour and to any other contracting party during the month of July of the year 2025 or during the month of July of any subsequent year.

R.R.Q., 1981, c. D-2, r. 40, s. 13.01; O.C. 382-84, s. 4; O.C. 1755-87, s. 6; O.C. 907-88, s. 1; O.C. 1156-88, s. 1; O.C. 66-89, s. 1; O.C. 592-89, s. 9; O.C. 1808-92, s. 24; O.C. 99-96, s. 10; O.C. 1381-99, s. 9; O.C. 1038-2005, s. 5; O.C. 988-2012, s. 31; O.C. 158-2020, s. 36.

SCHEDULE I

(s. 2.01)

RÉGION 01 — BAS-SAINT-LAURENT

Municipalité régionale de comté de Kamouraska

Kamouraska, La Pocatière, Mont-Carmel, Rivière-Ouelle, Saint-Alexandre-de-Kamouraska, Saint-André, Saint-Bruno-de-Kamouraska, Saint-Denis, Sainte-Anne-de-la-Pocatière, Sainte-Hélène, Saint-Gabriel-Lalemant, Saint-Germain, Saint-Joseph-de-Kamouraska, Saint-Onésime-d'Ixworth, Saint-Pacôme, Saint-Pascal, Saint-Philippe-de-Néri.

Municipalité régionale de comté de La Matapédia

Albertville, Amqui, Causapsal, Lac-au-Saumon, Saint-Alexandre-des-Lacs, Saint-Cléophas, Saint-Damase, Sainte-Florence, Sainte-Irène, Saint-Léon-le-Grand, Sainte-Marguerite, Saint-Moïse, Saint-Noël, Saint-Tharcisius, Saint-Vianney, Saint-Zénon-du-Lac-Humqui, Sayabec, Val-Brillant.

Municipalité régionale de comté de La Mitis

Grand-Métis, La Rédemption, Les Hauteurs, Métis-sur-Mer, Mont-Joli, Padoue, Price, Sainte-Angèle-de-Mérici, Saint-Charles-Garnier, Saint-Donat, Sainte-Flavie, Saint-Gabriel-de-Rimouski, Sainte-Jeanne-d'Arc, Saint-Joseph-de-Lepage, Sainte-Luce, Saint-Octave-de-Métis.

Municipalité régionale de comté des Basques

Notre-Dame-des-Neiges, Saint-Clément, Saint-Éloi, Sainte-Françoise, Saint-Guy, Saint-Jean-de-Dieu, Saint-Mathieu-de-Rioux, Saint-Médard, Sainte-Rita, Saint-Simon, Trois-Pistoles.

Municipalité régionale de comté de La Matanie

Baie-des-Sables, Grosses-Roches, Les Méchins, Matane, Saint-Adelme, Sainte-Félicité, Saint-Jean-de-Cherbourg, Saint-Léandre, Sainte-Paule, Saint-René-de-Matane, Saint-Ulric.

Municipalité régionale de comté de Rimouski-Neigette

Esprit-Saint, La Trinité-des-Monts, Rimouski, Saint-Anaclet-de-Lessard, Saint-Eugène-de-Ladrière, Saint-Fabien, Saint-Marcellin, Saint-Narcisse-de-Rimouski, Saint-Valérien.

Municipalité régionale de comté de Rivière-du-Loup

Cacouna, L'Isle-Verte, Notre-Dame-des-Sept-Douleurs, Notre-Dame-du-Portage, Rivière-du-Loup, Saint-Antoine, Saint-Arsène, Saint-Cyprien, Saint-Épiphane, Saint-François-Xavier-de-Viger, Saint-Hubert-de-Rivière-du-Loup, Saint-Modeste, Saint-Paul-de-la-Croix.

Municipalité régionale de comté de Témiscouata

Auclair, Biencourt, Dégelis, Lac-des-Aigles, Lejeune, Packington, Pohénégamook, Rivière-Bleue, Saint-Athanase, Saint-Elzéar-de-Témiscouata, Saint-Eusèbe, Saint-Honoré-de-Témiscouata, Saint-Jean-de-la-Lande, Saint-Juste-du-Lac, Saint-Louis-du-Ha! Ha!, Saint-Marc-du-Lac-Long, Saint-Michel-du-Squatec, Saint-Pierre-de-Lamy, Témiscouata-sur-le-Lac.

RÉGION 02 — SAGUENAY-LAC-SAINT-JEAN

Hors municipalité régionale de comté

Saguenay.

Municipalité régionale de comté du Lac-Saint-Jean-Est

Alma, Desbiens, Hébertville, Hébertville-Station, Labrecque, Lamarche, L'Ascension-de-Notre-Seigneur, Métabetchouan—Lac-à-la-Croix, Saint-Bruno, Saint-Gédéon, Saint-Henri-de-Taillon, Saint-Ludger-de-Milot, Sainte-Monique, Saint-Nazaire.

Municipalité régionale de comté du Domaine-du-Roy

Chambord, Lac-Bouchette, La Doré, Robertval, Saint-André-du-Lac-Saint-Jean, Saint-Félicien, Saint-François-de-Sales, Sainte-Hedwige, Saint-Prime.

Municipalité régionale de comté du Fjord-du-Saguenay

Bégin, Ferland-et-Boileau, L'Anse-Saint-Jean, Larouche, Petit-Saguenay, Rivière-Éternité, Saint-Ambroise, Saint-Charles-de-Bourget, Saint-David-de-Falardeau, Saint-Félix-d'Otis, Saint-Fulgence, Saint-Honoré, Sainte-Rose-du-Nord.

Municipalité régionale de comté de Maria-Chapdelaine

Albanel, Dolbeau-Mistassini, Girardville, Normandin, Notre-Dame-de-Lorette, Péribonka, Saint-Augustin, Saint-Edmond, Saint-Eugène-d'Argentenay, Sainte-Jeanne-d'Arc, Saint-Stanislas, Saint-Thomas-Didyme.

RÉGION 03 — CAPITALE-NATIONALE**Hors municipalité régionale de comté**

L'Ancienne-Lorette, Québec, Saint-Augustin-de-Desmaures.

Municipalité régionale de comté de Charlevoix

Baie-Saint-Paul, Les Éboulements, L'Île-aux-Coudres, Petite-Rivière-Saint-François, Saint-Hilarion, Saint-Urbain.

Municipalité régionale de comté de Charlevoix-Est

Baie-Sainte-Catherine, Clermont, La Malbaie, Notre-Dame-des-Monts, Saint-Aimé-des-Lacs, Saint-Irénée, Saint-Siméon.

Municipalité régionale de comté de La Côte-de-Beaupré

Beaupré, Boischatel, Château-Richer, L'Ange-Gardien, Sainte-Anne-de-Baupré, Saint-Ferréol-les-Neiges, Saint-Joachim, Saint-Louis-de-Gonzague-du-Cap-Tourmente, Saint-Tite-des-Caps.

Municipalité régionale de comté de La Jacques-Cartier

Fossambault-sur-le-Lac, Lac-Beauport, Lac-Delage, Lac-Saint-Joseph, Sainte-Brigitte-de-Laval, Sainte-Catherine-de-la-Jacques-Cartier, Saint-Gabriel-de-Valcartier, Shannon, Stoneham-et-Tewkesbury.

Municipalité régionale de comté de L'Île-d'Orléans

Sainte-Famille, Saint-François-de-L'Île-d'Orléans, Saint-Jean-de-L'Île-d'Orléans, Saint-Laurent-de-L'Île-d'Orléans, Sainte-Pétronille, Saint-Pierre-de-L'Île-d'Orléans.

Municipalité régionale de comté de Portneuf

Cap-Santé, Deschambault-Grondines, Donnacona, Lac-Sergent, Neuville, Pont-Rouge, Portneuf, Rivière-à-Pierre, Saint-Alban, Saint-Basile, Saint-Casimir, Sainte-Christine-d'Auvergne, Saint-Gilbert, Saint-Léonard-de-Portneuf, Saint-Marc-des-Carières, Saint-Raymond, Saint-Thuribe, Saint-Ubalde.

RÉGION ADMINISTRATIVE 04 — MAURICIE**Municipalité régionale de comté de Mékinac**

Hérouxville, Lac-aux-Sables.

RÉGION ADMINISTRATIVE 05 — ESTRIE**Hors municipalité régionale de comté**

Sherbrooke.

Municipalité régionale de comté des Sources

Asbestos, Danville, Saint-Adrien, Saint-Camille, Saint-Georges-de-Windsor, Saint-Joseph-de-Ham-Sud, Wotton.

Municipalité régionale de comté de Coaticook

Barnston-Ouest, Coaticook, Compton, Dixville, East Hereford, Martinville, Saint-Edwidge-de-Clifton, Saint-Herménégilde, Saint-Malo, Saint-Venant-de-Paquette, Stanstead-Est, Waterville.

Municipalité régionale de comté du Granit

Audet, Courcelles, Frontenac, Lac-Drolet, Lac-Mégantic, Lambton, Marston, Milan, Nantes, Notre-Dame-des-Bois, Piopolis, Saint-Augustin-de-Woburn, Sainte-Cécile-de-Whitton, Saint-Ludger, Saint-Robert-Bellarmin, Saint-Romain, Stornoway, Stratford, Val-Racine.

Municipalité régionale de comté du Haut-Saint-François

Ascot Corner, Bury, Chartierville, Cookshire-Eaton, Dudswell, East Angus, Hampden, La Patrie, Lingwick, Saint-Isidore-de-Clifton, Scotstown, Weedon, Westbury.

Municipalité régionale de comté du Val-Saint-François

Cleveland, Kingsbury, Richmond, Saint-Claude, Saint-Denis-de-Brompton, Saint-François-Xavier-de-Brompton, Stoke, Ulverton, Val-Joli, Windsor.

Municipalité régionale de comté de Memphrémagog

Ayer's Cliff, Hatley, Hatley, Magog, North Hatley, Ogden, Orford, Sainte-Catherine-de-Hatley, ville et canton de Stanstead.

RÉGION 08 — ABITIBI-TÉMISCAMINGUE**Hors municipalité régionale de comté**

Rouyn-Noranda

Municipalité régionale de comté d'Abitibi

Amos, Barraute, Berry, Champneuf, La Corne, La Morandière, La Motte, Landrienne, Launay, Preissac, Rochebaucourt, Saint-Dominique-du-Rosaire, Sainte- Gertrude-Manneville, Saint-Félix-de-Dalquier, Saint-Marc-de-Figuery, Saint-Mathieu-d'Harricana, Trécesson.

Municipalité régionale de comté d'Abitibi-Ouest

Authier, Authier-Nord, Chazel, Clermont, Clerval, Duparquet, Dupuy, Gallichan, La Reine, La Sarre, Macamic, Normétal, Palmarolle, Poularies, Rapide-Danseur, Roquemaure, Sainte-Germaine-Boulé, Sainte-Hélène-de-Mancebourg, Saint-Lambert, Taschereau, Val-Saint-Gilles.

Municipalité régionale de comté de Témiscamingue

Béarn, Belleterre, Duhamel-Ouest, Fugèreville, Guérin, Kipawa, Laforce, Latulipe-et-Gaboury, Laverlochère-Angliers, Lorrainville, Moffet, Nédelec, Notre-Dame-du-Nord, Rémigny, Saint-Bruno-de-Guigues, Saint-Édouard-de-Fabre, Saint-Eugène-de-Guigues, Témiscaming, Ville-Marie.

Municipalité régionale de comté de Vallée-de-l'Or

Belcourt, Malartic, Rivière-Héva, ville et paroisse de Senneterre, Val-d'Or.

RÉGION 09 — CÔTE-NORD**Hors municipalité régionale de comté**

Blanc-Sablon, Bonne-Espérance, Côte-Nord-du-Golfe-du-Saint-Laurent, Gros-Mécatina, Saint-Augustin.

Municipalité régionale de comté de Caniapiscou

Fermont, Schefferville.

Municipalité régionale de comté de La Haute-Côte-Nord

Bergeronnes, Colombier, Forestville, Les Escoumins, Longue-Rive, Portneuf-sur-Mer, Sacré-Coeur, Tadoussac.

Municipalité régionale de comté de Manicouagan

Baie-Comeau, Baie-Trinité, Chute-aux-Outardes, Franquelin, Godbout, Pointe-aux-Outardes, Pointe-Label, Raguenau.

Municipalité régionale de comté de Minganie

Aguanish, Baie-Johan-Beetz, Havre-Saint-Pierre, L'Île-d'Anticosti, Longue-Pointe-de-Mingan, Natashquan, Rivière-au-Tonnerre, Rivière-Saint-Jean.

Municipalité régionale de comté de Sept-Rivières

Port-Cartier, Sept-Îles.

RÉGION 10 — NORD-DU-QUÉBEC**Hors municipalité régionale de comté**

Chapais, Chibougamau, Lebel-sur-Quévillon, Matagami.

RÉGION 11 — GASPÉSIE-ÎLES-DE-LA-MADELEINE**Hors municipalité régionale de comté**

Les Îles-de-la-Madeleine

Municipalité régionale de comté d'Avignon

Carleton-sur-Mer, Escuminac, L'Ascension-de-Patapédia, Maria, Matapédia, Nouvelle, Pointe-à-la-Croix, Ristigouche-Partie-Sud-Est, Saint-Alexis-de-Matapédia, Saint-André-de-Restigouche, Saint-François-d'Assise.

Municipalité régionale de comté de Bonaventure

Bonaventure, Caplan, Cascapédia, Hope, Hope Town, New Carlisle, New-Richmond, Paspébiac, Saint-Alphonse, Saint-Elzéar, Saint-Godefroi, Saint-Siméon, Shigawake.

Municipalité régionale de comté de La Haute-Gaspésie

Cap-Chat, La Martre, Marsoui, Mont-Saint-Pierre, Rivière-à-Claude, Sainte-Anne-des-Monts, Sainte-Madeleine-de-la-Rivière-Madeleine, Saint-Maxime-du-Mont-Louis.

Municipalité régionale de comté de La Côte-de-Gaspé

Cloridorme, Gaspé, Grande-Vallée, Murdochville, Petite-Vallée.

Municipalité régionale de comté du Rocher-Percé

Chandler, Grande-Rivière, Percé, Port-Daniel-Gascon, Sainte-Thérèse-de-Gaspé.

RÉGION 12 — CHAUDIÈRE-APPALACHES**Hors municipalité régionale de comté**

Lévis.

Municipalité régionale de comté de Beauce-Sartigan

Lac-Poulin, La Guadeloupe, Notre-Dame-des-Pins, Saint-Benoît-Labre, Saint-Côme-Linière, Saint-Éphrem-de-Beauce, Saint-Évariste-de-Forsyth, Saint-Gédéon-de-Beauce, Saint-Georges, Saint-Hilaire-de-Dorset, Saint-Honoré-de-Shenley, Saint-Martin, Saint-Philibert, Saint-René, Saint-Simon-les-Mines, Saint-Théophile.

Municipalité régionale de comté de Bellechasse

Armagh, Beaumont, Honfleur, La Durantaye, Notre-Dame-Auxiliatrice-de-Buckland, Saint-Anselme, Saint-Charles-de-Bellechasse, Saint-Damien-de-Buckland, Sainte-Claire, Saint-Gervais, Saint-Henri, Saint-Lazare-de-Bellechasse, Saint-Léon-de-Standon, Saint-Malachie, Saint-Michel-de-Bellechasse, Saint-Nazaire-de-Dorchester, Saint-Nérée, Saint-Philémon, Saint-Raphaël, Saint-Vallier.

Municipalité régionale de comté des Appalaches

Adstock, Beaulac-Garthby, ville et paroisse de Disraeli, East-Broughton, Irlande, Kinnear's Mills, Sacré-Cœur-de-Jésus, Saint-Adrien-d'Irlande, Sainte-Clotilde-de-Beauce, Saint-Fortunat, Saint-Jacques-de-Leeds, Saint-Jacques-le-Majeur-de-Wolfestown, Saint-Jean-de-Brébeuf, Saint-Joseph-de-Coleraine, Saint-Julien, Saint-Pierre-de-Broughton, Sainte-Praxède, Thetford-Mines.

Municipalité régionale de comté de La Nouvelle-Beauce

Frampton, Saint-Bernard, Saint-Elzéar, Sainte-Hénédine, Saint-Isidore, Sainte-Marguerite, Sainte-Marie, Saints-Anges, Scott, Vallée-Jonction.

Municipalité régionale de comté des Etchemins

Lac-Etchemin, Sainte-Aurélie, Saint-Benjamin, Saint-Camille-de-Lellis, Saint-Cyprien, Sainte-Justine, Saint-Louis-de-Gonzague, Saint-Luc-de-Bellechasse, Saint-Magloire, Saint-Prosper, Sainte-Rose-de-Watford, Sainte-Sabine, Saint-Zacharie.

Municipalité régionale de comté de L'Islet

L'Islet, Saint-Adalbert, Saint-Aubert, Saint-Cyrille-de-Lessard, Saint-Damase-de-L'Islet, Sainte-Félicité, Saint-Jean-Port-Joli, Sainte-Louise, Sainte-Perpétue, Saint-Marcel, Saint-Omer, Saint-Pamphile, Saint-Roch-des-Aulnaies, Tourville.

Municipalité régionale de comté de Lotbinière

Dosquet, Laurier-Station, Leclercville, Lotbinière, Notre-Dame-du-Sacré-Coeur-d'Issoudun, Saint-Agapit, Sainte-Agathe-de-Lotbinière, Saint-Antoine-de-Tilly, Saint-Apollinaire, Sainte-Croix, Saint-Édouard-de-Lotbinière, Saint-Flavien, Saint-Gilles, Saint-Janvier-de-Joly, Saint-Narcisse-de-Beaurivage, Saint-Patrice-de-Beaurivage, Saint-Sylvestre, Val-Alain.

Municipalité régionale de comté de Montmagny

Berthier-sur-Mer, Cap-Saint-Ignace, Lac-Frontière, Montmagny, Notre-Dame-du-Rosaire, Saint-Antoine-de-l'Isle-aux-Grues, Sainte-Apolline-de-Patton, Sainte-Euphémie-sur-Rivière-du-Sud, Saint-Fabien-de-Panet, Saint-François-de-la-Rivière-du-Sud, Saint-Just-de-Bretenières, Sainte-Lucie-de-Beauregard, Saint-Paul-de-Montminy, Saint-Pierre-de-la-Rivière-du-Sud.

Municipalité régionale de comté de Robert-Cliche

Beauceville, Saint-Alfred, Saint-Frédéric, Saint-Joseph-de-Beauce, Saint-Joseph-des-Érables, Saint-Jules, Saint-Odilon-de-Cranbourne, Saint-Séverin, Saint-Victor, Tring-Jonction.

RÉGION 17 — CENTRE-DU-QUÉBEC**Municipalité régionale de comté d'Arthabaska**

Chesterville, Ham-Nord, Kingsey Falls, Notre-Dame-de-Ham, Saint-Albert, Sainte-Clotilde-de-Horton, Saint-Christophe-d'Arthabaska, Sainte-Élisabeth-de-Warwick, Saint-Louis-de-Blandford, Saint-Norbert-d'Arthabaska, Saint-Rosaire, Sainte-Séraphine, Saint-Valère, Saints-Martyrs-Canadiens, Tingwick, Victoriaville, Warwick.

Municipalité régionale de comté de Bécancour

Deschailons-sur-Saint-Laurent, Fortierville, Manseau, Parisville, Sainte-Cécile-de-Lévrard, Sainte-Françoise, Sainte-Marie-de-Blandford, Saint-Pierre-les-Becquets, Sainte-Sophie-de-Lévrard.

Municipalité régionale de comté de Drummond

Drummondville, Durham-Sud, L'Avenir, Lefebvre, paroisse et village de Notre-Dame-du-Bon-Conseil, Saint-Cyrille-de-Wendover, Saint-Edmond-de-Grantham, Saint-Eugène, Saint-Félix-de-Kingsey, Saint-Germain-de-Grantham, Saint-Lucien, Saint-Majorique-de-Grantham, Wickham.

Municipalité régionale de comté de L'Érable

Inverness, Lyster, ville et paroisse de Plessisville, Princeville, Saint-Ferdinand, Saint-Pierre-Baptiste, Villeroy.
O.C. 1381-99, s. 10; O.C. 1038-2005, s. 6.

R.R.Q., 1981, c. D-2, r. 40
O.C. 382-84, 1984 G.O. 2, 1128
O.C. 2280-84, 1984 G.O. 2, 3648
O.C. 1755-87, 1987 G.O. 2, 4121
O.C. 907-88, 1988 G.O. 2, 2350
O.C. 1156-88, 1988 G.O. 2, 3247
O.C. 66-89, 1989 G.O. 2, 555
O.C. 592-89, 1989 G.O. 2, 1822
S.Q. 1989, c. 38, s. 319
O.C. 1629-91, 1991 G.O. 2, 4733
O.C. 1808-92, 1992 G.O. 2, 5202
O.C. 887-95, 1995 G.O. 2, 1910
O.C. 99-96, 1996 G.O. 2, 1175 and 1593
O.C. 757-98, 1998 G.O. 2, 2216
O.C. 1381-99, 1999 G.O. 2, 4597
O.C. 736-2005, 2005 G.O. 2, 3444
O.C. 1038-2005, 2005 G.O. 2, 4856
O.C. 988-2012, 2012 G.O. 2, 3141
O.C. 1190-2013, 2013 G.O. 2, 3295
O.C. 964-2014, 2014 G.O. 2, 2505
O.C. 158-2020, 2020, G.O. 2, 714

**NOTICE CONCERNING THE TOTAL ACCUMULATED LEAVE HOURS TO
31 OCTOBER OF EACH YEAR**

(in accordance with section 8.03 of the Decree respecting building service employees in the Québec region)

Date:

Name of enterprise:

Name of employee:

Calculation: 2.31% of the gross salary from 1 November of the preceding year to 31 October of the current year divided by the hourly rate = accumulated hours for the current year

Accumulated leave hour credit as of 31 October of the current year + hour credit of the previous year _____ hours

Divided by the number of hours worked per day _____ hours

Equals the number of accumulated leave days _____ days

Less a maximum of 5 days of accumulated leave credit (s. 8.03) _____ days

Excess days payable _____ days

Multiplied by the number of hours worked per day _____ hours

Total of excess leave hours _____ hours

Multiplied by the worker's current hourly rate _____ hour

Amount owed to the worker (payable not later than 10 December of each year) – (s. 8.03) \$ _____

PUBLISHER'S SCHEDULE ADDITIONAL INFORMATION

This Schedule includes excerpts from the *Act respecting collective agreement decrees* (chapter D-2) pertaining in particular to public building service employees.

Excerpts [...]

12. It is forbidden to stipulate a wage lower than that fixed by the decree. Notwithstanding any stipulation or agreement to the contrary and without it being necessary to demand the nullity thereof, the employee is entitled to recover the wage fixed by the decree.

R. S. 1964, c. 143, s. 12; 1984, c. 45, s. 12.

[...]

14. Every professional employer and every contractor contracting with a sub-entrepreneur or a sub-contractor, directly or through an intermediary, shall be solidarily liable with such sub-entrepreneur or sub-contractor and any intermediary for the pecuniary obligations imposed by this Act, a regulation or a decree and for the levies payable to a committee.

Such solidary liability shall end six months after the completion of the work carried out by the sub-entrepreneur or sub-contractor unless, before the expiry of that time, an employee files a complaint relating to his wages with the committee, a civil action is brought or a notice is sent by the committee pursuant to section 28.1.

R. S. 1964, c. 143, s. 14; 1996, c. 71, s. 14.

[...]

30. Every employer who, without good and sufficient reason, proof of which shall lie upon him, dismisses, suspends or moves an employee,

(a) by reason of giving any information to the representatives of a committee and respecting an agreement, a decree, a regulation or a violation of the provisions of this Act,

(b) by reason of a complaint, information or statement of offence respecting the same, or of testifying in a prosecution or investigation relating thereto,

(c) with intent to re-engage him in an inferior employment and so evade the provisions of the decree by paying a smaller wage,—

is guilty of an offence and is liable to a fine of \$200 to \$500 and, in the case of a second or subsequent conviction, to a fine of \$500 to \$3,000.

R. S. 1964, c. 143, s. 39; 1984, c. 45, s. 22; 1990, c. 4, s. 371; 1992, c. 61, s. 256.

[...]

31. Every employee dismissed in violation of section 30, or with the object of obliging him to accept a classification calling for a wage less than that which he is receiving, has the right to claim, from the person who employed him, three months' wages as punitive damages. Proof that the employee does not come within the requisite conditions to claim such right shall devolve upon the person who employed him.

R. S. 1964, c. 143, s. 40; 1984, c. 45, s. 23; 1996, c. 71, s. 28.

[...]

33. Every professional employer who does not keep the compulsory registration system, register or pay-list, every employer or employee who refuses or neglects to furnish the representatives of a committee with the information contemplated in subparagraph e of section 22, in the manner therein prescribed, or does not grant them on request, or delays to grant them, access to the place where the work is being done, to the register, to the system of registration or to pay-list or other documents, as provided in said paragraph, or molests or hinders or insults the said representatives in the performance of their duties, or otherwise obstructs such performance,—

is guilty of an offence and is liable to a fine of \$200 to \$500 and, in the case of a second or subsequent conviction, to a fine of \$500 to \$3,000.

R. S. 1964, c. 143, s. 42; 1984, c. 45, s. 24; 1990, c. 4, s. 372.

[...]

34. Whosoever, knowingly, destroys, alters or falsifies any register, pay-list, registration system or any document dealing with the carrying out of a decree, or knowingly forwards any false or inexact information or report, or gives a false designation to the attribution of any wage in order to pay a lower wage, commits an offence and shall be liable to a fine of not less than \$200 but not exceeding \$500 for the first offence, and to a fine of not less than \$500 but not exceeding \$3,000 in the case of a second or subsequent conviction.

R. S. 1964, c. 143, s. 43; 1984, c. 45, s. 25; 1990, c. 4, s. 377.

[...]

36. Whosoever, by means of benefits having a pecuniary value, grants or accepts any rebate reducing the wage made obligatory, or participates in such a rebate, commits an offence and shall be liable to a fine of \$50 to \$200 and, in the case of a second or subsequent conviction, to a fine of \$200 to \$500.

R. S. 1964, c. 143, s. 45; 1984, c. 45, s. 27; 1990, c. 4, s. 374.

[...]

38. Any person violating any decree, any regulation made obligatory, or any provision of this Act, in a case not provided for in the preceding sections, commits an offence and shall be liable to a fine of \$50 to \$200 and, for any subsequent offence, to a fine of \$200 to \$500.

R. S. 1964, c. 143, s. 47; 1984, c. 45, s. 28; 1990, c. 4, s. 375; 1996, c. 71, s. 31.

[...]

45. After receiving a claim from the committee, the professional employer cannot validly pay the sums which are the object of such claim, save by handing them over to the committee.

The amount owed to the employee bears interest, from the date of the claim, at the rate fixed under section 28 of the Tax Administration Act (chapter A-6.002).

R. S. 1964, c. 143, s. 54; 1996, c. 71, s. 34; 2010, c. 31, s. 175.

[...]



Levy Regulation of the Comité paritaire de l'entretien d'édifices publics de la région de Québec

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

- 1.** This Regulation shall apply to the persons governed by the Decree respecting building service employees in the Québec region (R.R.Q., 1981, c. D-2, r. 40).
- 2.** Professional employers shall remit to the Comité paritaire de l'entretien d'édifices publics de la région de Québec an amount equal to 0,50% of their payroll for the employees governed by the Decree.
- 3.** Employees shall remit to the Parity Committee an amount equal to 0,50% of their wages.
- 4.** Professional employers shall collect, for each pay period, on behalf of the Parity Committee, the levy exigible from their employees by the means of a checkoff on the wages of the latter.

Professional employers shall remit to the Parity Committee the amounts payable by them and by their employees when they send in their monthly report to the Parity Committee.

- 5.** This Regulation comes into force on 1 January 1986.



Notice of Approval of Special By-laws

Pursuant to the provisions of the Collective Agreement Decrees Act (RSQ 1964, c. 143), the Honourable Maurice Bellemare, Minister of Labour and Manpower, hereby gives notice that by Order in Council number 1026, dated April 2, 1969, the following special by-laws adopted by le Comité paritaire de l'Entretien d'édifices publics, région de Québec, (established to ensure the observance of Decree number 385 of February 14, 1969) have been approved and added to the said Parity Committee's constitution and general by-laws which have already been approved by Order in Council number 712, dated March 19, 1969:

“20. *Keeping of a register:* Pursuant to subsection “g” of section 20 of the Collective Agreement Decrees Act, the Parity Committee makes it compulsory for any professional employer governed by Decree number 385 of February 14, 1969, and subsequent amendments, to keep a register in which are shown: the full name and residence of each employee in his service; such employee's competency; the exact time work was begun, interrupted, resumed and ceased each day; the type of such work and wages paid, with mention of the method and time of payment; all other information deemed useful in the application of the decree.

21. *Monthly report:* Pursuant to subsection “h” of the aforementioned Act, the Parity Committee makes it obligatory for any professional employer governed by Decree number 385 of February 14, 1969, and subsequent amendments, to forward a written monthly report to the said committee. Such report is to be signed by himself or by some responsible person in his service and shall give: the full name and address of each employee in his service; his classification or competency; the standard and overtime hours worked each week; the type of such work and the wages paid. The said report shall be forwarded to the said committee on or before the 15th of each month and shall cover the previous month. Professional employers may obtain special report forms from the Parity Committee.

DONAT QUIMPER,
Deputy Minister of Labour and Manpower

Department of Labour and Manpower,
Québec, April 19, 1969

PUBLISHER'S SCHEDULE ADDITIONAL INFORMATION

This Schedule includes excerpts from the *Act respecting labour standards* (chapter N-1.1)

Excerpts [...]

79.1. An employee may be absent from work for a period of not more than 26 weeks over a period of 12 months, owing to sickness, an organ or tissue donation for transplant, an accident, domestic violence or sexual violence of which the employee has been a victim.

However, an employee may be absent from work for a period of not more than 104 weeks if the employee suffers serious bodily injury during or resulting directly from a criminal offence that renders the employee unable to hold his regular position. In that case, the period of absence shall not begin before the date on which the criminal offence was committed, or before the expiry of the period provided for in the first paragraph, where applicable, and shall not end later than 104 weeks after the commission of the criminal offence.

However, this section does not apply in the case of an employment injury within the meaning of the Act respecting industrial accidents and occupational diseases (chapter A-3.001).

2002, c. 80, s. 27; 2007, c. 36, s. 5; 2010, c. 38, s. 7; 2018, c. 21, s. 17.

[...]

79.7. An employee may be absent from work for 10 days per year to fulfil obligations relating to the care, health or education of the employee's child or the child of the employee's spouse, or because of the state of health of a relative or a person for whom the employee acts as a caregiver, as attested by a professional working in the health and social services sector and governed by the Professional Code (chapter C-26).

The leave may be divided into days. A day may also be divided if the employer consents thereto.

If it is warranted, by the duration of the absence for instance, the employer may request that the employee furnish a document attesting to the reasons for the absence.

The employee must advise the employer of his absence as soon as possible and take the reasonable steps within his power to limit the leave and the duration of the leave.

The first two days taken annually shall be remunerated according to the calculation formula described in section 62, with any adjustments required in the case of division. The employee becomes entitled to such remuneration on being credited with three months of uninterrupted service, even if he was absent previously.

2002, c. 80, s. 29; 2018, c. 21, s. 21.

[...]

79.11. An employee may be absent from work for a period of not more than 104 weeks if the employee's spouse, father, mother or child of full age commits suicide.

2007, c. 36, s. 11; 2018, c. 21, s. 26.

79.12. An employee may be absent from work for a period of not more than 104 weeks if the death of the employee's spouse or child of full age occurs during or results directly from a criminal offence.

2007, c. 36, s. 11; 2018, c. 21, s. 27.

[...]

79.15. A period of absence under sections 79.9 to 79.12 shall not begin before the date on which the criminal offence that caused the serious bodily injury was committed or before the date of the death or disappearance and shall not end later than 104 weeks after that date. However, during the period of absence, the employee may return to work intermittently or on a part-time basis if the employer consents to it.

If, during the same 104-week period, a new event occurs, affecting the same child and giving entitlement to a new period of absence, the maximum period of absence for those two events may not exceed 104 weeks from the date of the first event.

2007, c. 36, s. 11; 2018, c. 21, s. 29.

[...]