

## APRIL 2023 MONTH IN REVIEW

# Québec

### LAWS & ANNOUNCEMENTS

#### Minimum Wage

March 6: After resisting the idea, Québec will go to the \$15 minimum. In fact, the general minimum wage will increase \$1.00 to \$15.25 per hour on May 1. Separate minimum wages: \$12.20 per hour for tip earners, \$4.53 per kg for raspberry pickers and \$1.21 per kg for strawberry pickers.

**Action Point:** Find out more about the latest round of [minimum wage increases](#) taking effect across Canada

#### Labour Standards

Mar 28: Newly tabled Bill 19 would: i. ban employment of children under age 14 except in extraordinary cases; ii. limit children subject to compulsory school attendance to 10 hours of work from Monday to Friday and 17 hours per week; and iii. double maximum fines to \$1,200 for a first offence and \$12,000 for a repeat offence.

**Action Point:** Find out about the [minimum age requirements](#) across Canada

#### Health & Safety

Mar 28: Newly proposed legislation (Bill 19) would amend the OHS Act to require employers to specifically account for workers ages 16 and under when performing hazard assessment and implementing prevention programs or action plans required by OHS laws and regulations.

## Labour Relations

Mar 23: [Bill 10](#), which would restrict the use of personnel placement agencies' services and independent labour in the health and social services sector to percentages and under specific conditions set out in the regulations, is now in Committee. The Ministry of Health would carry out inspections and fine employers that fail to comply.

## Pay Equity

Mar 8: Despite the progress of recent years, the average salary of women in Québec was 10% lower than that of men in 2022, according to a CNESST announcement made to recognize International Women's Rights Day.

**Action Point:** Find out more about [pay equity laws](#) and their practical impact on operations

## Payroll

Mar 21: The 2023 Québec provincial budget calls for raising the minimum pension eligibility age so that workers 65 and over can continue to work part-time or under gradual retirement plans without putting their QPP benefits in jeopardy.

## CASES

### Drugs & Alcohol: Violating Last Chance Agreement Is Just Cause to Fire Alcoholic Worker

A mine train operator with an alcohol addiction suffered a short-term relapse. As a result, the mining company fired him for violating his last chance agreement. The union claimed the company violated its duty to accommodate the engineer. We **have too** accommodated him on several occasions but now he was out of chances, the company argued. The Québec arbitrator sided with the company, citing the support it provided during 2 unsuccessful rehab attempts. The operator didn't demonstrate any extraordinary reason for not being able to comply with the last chance agreement or exhibit any "real desire" to recover. In light of these circumstances, the company was reasonable in concluding that allowing him to continue doing this safety-sensitive job was undue hardship [[United Workers Transport \(1843\) v Rio Tinto \(IOC Mining Company\)](#), 2023 CanLII 13793 (QC SAT), February 27, 2023].

**Action Point:** Find out how to [effectively control substance abuse](#) at your workplace