

# Québec

## LAWS & ANNOUNCEMENTS

### Minimum Wage

May 1: That's when Québec's general minimum wage will go up 35 cents to \$16.10 per hour. The tip earner minimum wage will increase 30 cents to \$12.90. The same 2.38% increase will apply to pickers of strawberries (\$1.28 per kilogram) and raspberries (\$4.78 per kilogram).

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

### New Laws

Mar 4: Québec is firing back at Trump by announcing new penalties of up to 25% on bids from American companies participating in public tenders without having establishments in the province. The measure applies to ministries, government agencies and establishments in education, health, and social services networks. Municipalities also began imposing penalties in awarding contracts to American companies.

### Termination

Feb 26: Legislation ([Bill 85](#)) eliminating the *Labour Standards Act* requirement (Sec. 84.0.6) that employers send a copy of a notice of collective dismissal to CNESST is in Committee and will likely pass. Employers must still send the collective dismissal notice to the union and, upon request, CNESST, and post it in a conspicuous and readily accessible place.

**Action Point:** Find out how to [comply with the group termination rules](#) contained in employment standards laws.

### Labour Relations

Mar 25: The Québec Assembly tabled the Committee report on [Bill 89](#) authorizing the government to issue a decree declaring a particular union or employer as being subject to *Labour Code* restrictions on strikes and lockouts that affect essential public services. If the Administrative Labour Tribunal upholds the decree, the employer and union would then have 15 days to negotiate the services to be maintained and the manner of providing them. If they don't, the Tribunal would establish the list of services. The Bill would also allow the government to submit a dispute over working conditions to arbitration.

### Labour Relations

Mar 25: Significant new legislation ([Bill 89](#)) standardizing the requirements related to the exercise of the right to lock out or strike in a public service that's not subject to a decision of the Administrative Labour Tribunal to maintain essential services is now out of Committee. If it passes, lockouts could be triggered under the same conditions as strikes, that is, following prior written notice of at least 7 clear working days.

## Immigration

Mar 18: [Bill 84](#) proposing to establish a model for integrating immigrants and cultural minorities into Québec society and French language culture continues to work its way through the Assembly. The bill also outlines what's expected of the Québec State and Québécois, especially immigrants.

**Action Point:** Find out about the 10 things employers [need to know about hiring temporary foreign workers](#).

## Payroll

Mar 1: The 2025 MRQ deductible limit for tax-exempt allowances paid by employers to employees for use of automobile is \$0.72 per km for the first 5,000 kms and \$0.66 per additional km, unless the automobile is used in Yukon, Northwest Territories or Nunavut, in which case the limit is \$0.76 per km for the first 5,000 kms and \$0.70 per additional km.

## Employment Benefits

Feb 26: The QPP is in great financial shape after posting a strong year, according to a new Caisse de dépôt et placement du Québec report. The QPP base plan achieved an investment return of 11% in 2024, while the QPP additional plan returned 11.1%.

## New Laws

Mar 21: Under its newly signed bilateral agreement with the federal government, Québec will receive more than \$305 million to improve residents' access to new and existing drugs treating, early diagnosis of and screening for rare diseases.

## New Laws

Mar 20: The Government of Canada announced that it will provide Québec over \$13.3 million for 28 projects designed to help the province boost the competitiveness and resiliency of its forestry sector, nearly \$10.8 million for 6 projects to facilitate adoption and commercialization of new technologies to create low-carbon products and over \$2.5 million for 22 projects to advance economic development opportunities in the sector for Indigenous communities.

## Training

Mar 13: Québec announced that it will invest \$966,496 to train mining workers in heavy equipment mechanics. Trainees who complete the offered training courses, both theoretical and practical, will receive a certificate of professional studies in mobile mining mechanics and a diploma of professional studies in construction machinery mechanics.

## Health & Safety

Feb 26: The Québec Assembly is making progress on passing [Bill 85](#), a broad red tape cutting piece of legislation that would, among other things, expand the authority of CNESST under the **OHS Act** to determine which contaminants and dangerous substances an employer must keep a register for and under what conditions.

## CASES

**Social Media: Employer's Failure to Preserve Browser Records Doesn't Nullify Porn**

## Suspension

Hydro-Québec suspended an IT systems engineer for 3 months for allegedly using his work computer to access illegal online porn content while working from home during the pandemic. The union denied the accusation and asked the arbitrator to wipe out the disciplinary action due to HQ's failure to make a mirror copy of the engineer's computer browsing history, which the union claimed was an act of bad faith that undermined the evidence's reliability and the ability to challenge it in the proceeding. But the arbitrator was unimpressed and tossed the grievance. There's a big difference between deliberately destroying evidence and simply not taking steps to preserve it. Besides, the engineer could also have kept records of his own browsing history if it would have exonerated him [[Professional Union of Hydro-Québec Engineers v. Hydro-Québec](#), 2025 CanLII 19703 (QC SAT), March 5, 2025]. **Action Point:** Use the HR Insider template to create your own [social media use policy](#).

## Termination: Safety Infraction Justifies Terminating Worker with Disciplinary Record

Did a yard switchman deserve to lose his job for scaring the heck out of 2 coworkers by revving the engine of his yard tractor for no reason? The employer insisted he did, especially since he had already received 2 previous suspensions for incivility and poor judgment. After hearing all of the evidence, the Québec arbitrator found just cause to terminate. The violation was serious, deliberate and aggravated by the fact that the company had previously warned the switchman that he needed to control his emotions on the job after suspending him for 25 days [[CUPE, Local 3535 v. Société des alcools du Québec](#), 2025 CanLII 18546 (QC SAT), March 6, 2025].

**Action Point:** Find out how to implement a legally sound [progressive discipline policy](#) at your workplace that you can use to enforce safety and other HR rules and policies.