



## LAWS & ANNOUNCEMENTS

### Minimum Wage

May 1: Québec's general minimum wage increased 35 cents to \$16.10 per hour. The tip earner minimum wage increased 30 cents to \$12.90. The same 2.38% increase applied 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.

### Labour Standards

Apr 24: The Québec government introduced important new legislation ([Bill 101](#)) proposing 20 changes to employment and labour laws, including increasing fines for *Labour Standards Act* violations from \$600 to \$6,000 to \$1,000 to \$25,000 for violations by a natural person and \$2,000 to \$50,000 for violations by a company. There would also be higher fines for failing to provide timely notice of group terminations for technological and economic reasons.

### Leaves of Absence

Apr 24: [Bill 101](#) provides new unpaid leave for employees who miss work due to a public health emergency government order or disaster. Employees must notify employers as soon as possible and take reasonable steps to limit how long the absence lasts. Employers may also require documentation of the reasons for absence if warranted by its duration.

**Action Point:** Find out about the [COVID-19 and public health emergency leave rights](#) of employees in each part of Canada.

### Leaves of Absence

Apr 24: The Québec Assembly tabled [Bill 101](#) proposing, among other things, to reduce the amount of uninterrupted service employees need to qualify for reservist leave from 12 to 3 months. The Bill would also expand the grounds for reservist leave and clarify that it includes "preparation, training, rest, and transportation from the reservist's place of residence and back."

**Action Point:** Use the HR Insider [template](#) to create a legally sound military reservist leave policy for your company.

### Labour Relations

Apr 24: Newly tabled [Bill 101](#), which is likely to pass, would promote transparency for union members by requiring trade union associations to present their audited financial statements at an annual general meeting and transmit those financial statements to members who request them.

### Labour Relations

Apr 24: To speed up the grievance arbitration process, the Québec Assembly tabled [Bill 101](#) requiring the parties to appoint an arbitrator within 6 months and ensure that hearings start within one year. The Bill also increases the fines for *Labour Code* violations.

### **Labour Relations**

Apr 24: 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 still in 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.

### **Labour Relations**

Apr 30: Newly tabled [Private Member Bill 993](#) would amend the *Labour Code* to provide that invalidates any provision of a collective agreement or decree that makes becoming or remaining a member of an employees' association a prerequisite for hiring. The Bill also removes the calculation of union membership as a means of examining the representative character of an association of employees, meaning that a vote by secret ballot would be the only method of examination allowed under the *Code*.

### **Labour Relations**

Apr 17: Revenu Québec signed a new 5-year collective agreement with SPGQ covering 2024 to 2027 providing roughly 5,800 professional staffers annual salary increases of 2.8%, 2.6%, 2.5% and 3.5% respectively, and establishing a minimum increase parameter of 1% for 2028.

### **Employment Benefits**

Mar 31: In his Budget Speech, the Minister of Finance announced that the government intends to amend the QPP, as of January 1<sup>st</sup>, 2026 to remove the months during which a person receives reduced income replacement indemnity from CNESST from the calculation of QPP retirement pensions, provided that payment of the indemnity lasts at least 24 months.

### **Immigration**

Apr 22: [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 Committee. 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](#).

### **Health & Safety**

Apr 24: When and if it passes, newly tabled [Bill 101](#) would allow employers to file a claim with CNESST to recover part of the salary paid to a pregnant or breast-feeding worker that the employer assigned to other duties in accordance with *OHS Act* requirements.

## Health & Safety

Apr 24: Newly introduced [Bill 101](#) would amend the *OHS Act* to incorporate special rules governing the establishment of safety committees and appointment of safety representatives at education and health and social services sectors establishments, including with regard to committee/representative functions and the minimum amount of time members/representatives may devote to those functions.

## Health & Safety

Apr 9: The Québec Assembly passed [Bill 85](#), a broad piece of legislation designed to cut government red tape that, among other things, expands 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.

## Workers' Comp

Apr 24: Recently introduced labour and employment reform legislation ([Bill 101](#)) would revise the formula CNESST uses to calculate income replacement compensation in the event of an occupational injury to ensure fairness to workers, especially workers earning the minimum wage.

## Workers' Comp

Apr 16: CNESST proposed [new regulations](#) adding 6 items to the list of cancers that are presumed to be work-related when suffered by firefighters: brain cancer, testicular cancer, esophageal cancer, breast cancer, colon cancer, and leukemia. The agency will likely finalize the new coverage rules in 60 days.

## CASES

### Labour Relations: Keeping Schools Open in Heat Wave Is Not Abuse of Management Rights

The union sued a school services center for keeping its 20 un-air-conditioned facilities open during a 4-day June heat wave during which temperatures fluctuated around 40° C. The Québec arbitrator agreed that in so doing the center violated its OHS and collective agreement duty to ensure the roughly 1,200 workers at each school a safe workplace even though there was no intervention by CNESST or any actual complaints from workers. However, it refused to award any damages for abuse of management rights, finding that the center's decision was "reasonable and diligent" given that the heat wave occurred during final exams that couldn't be postponed. "There was an urgency to act within the imperative deadlines imposed by the Ministry," the arbitrator reasoned [[Outaouais Professional Staff Union v. Cœur-des-Vallées School Services Center](#), 2025 CanLII 27867 (QC SAT), April 3, 2025].

**Action Point:** Find out how to implement a legally sound and effective [Heat Stress Compliance Game Plan](#) at your workplace.