

# Québec

## LAWS & ANNOUNCEMENTS

### Payroll

Sep 16: The 2026 EI premium for Québec residents covered under QPIP will be \$1.30 per \$100 of insurable earnings, while their employers will pay \$1.82 per \$100. The maximum annual contribution for a worker in Québec will increase \$35.03 to \$895.70 and the maximum contribution for an employer will increase \$49.04 to \$1,253.98 per employee.

### Stat Holidays

Sep 8: CNESST launched a campaign to raise employer and employee awareness of different Labour Standards “issues that work for you,” starting with stat holiday and vacation rights. The series of 15-second radio ads will also cover payment of tips.

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

### Pay Equity

Dec 31: That's the deadline for some Québec companies to complete their initial pay equity exercise, depending on how many employees they have. Companies must then assess their maintenance of pay equity every 5 years after their initial exercise on a fixed date.

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

### Employment Benefits

Sep 15: Retraite Québec carried out a regularization of employment for 2024 for members of public-sector pension plans who hold more than one employment in a given year. Regularization is an adjustment to ensure that service credited doesn't exceed the service usually recognized for one full-time employment in the same year (a year equals 1.0000). Adjustments are made if the total of the credited service for all employment is greater than one year (except for the years membership began, membership ended, and maximum service was reached). Members entitled to a refund of contributions for 2024 will receive written notification from the agency.

### New Laws

Sep 2: After detecting the aquatic animal diseases MSX and Dermo in local oyster samples, the federal government declared the waters of eastern Canada including Québec as areas subject to the Domestic Movement Control Program permitting rules. **Result:** Oysters that have been grown to commercial size and processed for human consumption may still be exported and sold but oysters not ready for the commercial market and still growing may not be moved outside the declared areas.

### Young Workers

Sep 3: Québec will receive \$18 million in funding from the federal government this year to implement a new Youth in Movement Towards Employment measure to promote employment of young people aged 16 to 30 who face obstacles hindering their integration into the labour market. The federal collaboration will continue for 5 years.

**Action Point:** Find out how to implement a [Game Plan](#) to comply with ESA and OHS laws governing young employees.

### **Workplace Violence**

Sep 5: The Ministry of Education issued a new protocol for preventing, managing and responding to incidents of violence at Québec schools.

### **Health & Safety**

Oct 1: After a phase-in period, [new OHS regulations](#) requiring workplace JHSC members and health and safety representatives to complete certification training at the employer's expense within 120 days of being designated took effect in Québec. Certification training must also be renewed every 2 years. The regulations also affect when JHSCs must be established and workplace prevention programs implemented.

## **CASES**

### **Employment Contract: Unpaid Executive Can't Hold Company's Intellectual Property Hostage**

Insisting that he was owed nearly \$80,000 in unpaid salary and vacation, a Chief Technology Officer refused to return the intellectual property his company entrusted to him. In addition to violating his contractual duty to keep the information confidential, the company claimed that the CTO's refusal and threats to sell the information interfered with its agreement to sell those IP assets to a Singapore-based software firm. The Québec court agreed that the CTO committed a serious breach of his confidentiality obligations which posed a significant and urgent threat to the company and issued an order requiring him to return the information and refrain from using, disclosing, communicating, or seeking to sell it to anybody else [[Infinityq Technology Inc. c. Patel](#), 2025 QCCS 3392 (CanLII), September 12, 2025].

**Action Point:** Use the HR Insider template to implement a legally sound [Confidential & Proprietary Information Policy](#) at your workplace.

### **Social Media: 2-Week Suspension Is Too Harsh a Penalty for Online Criticism of Company**

A city suspended a Public Works employee for making critical remarks about the department in responding to a letter to the mayor posted on the agency's public internet site. The employee violated his duty of loyalty under our Code of Ethics and Professional Conduct, the city claimed. The union denied the charge, insisting that the employee had been speaking as a citizen and not an employee. The Québec arbitrator came down in the middle. The employee formulated his communication "in a neutral manner, without insult or rudeness." On the other hand, his steadfast

refusal to explain or even discuss the matter with management was a discipline-worthy “fault”—albeit only a minor one. So, the arbitrator knocked down the penalty from a 2-week suspension to a written warning [[Union of Workers of the Municipality of Wentworth-Nord - CSN v Municipality of Wentworth-Nord](#), 2025 CanLII 96650 (QC SAT), September 15, 2025].

**Action Point:** Use the HR Insider template to create your own [social media use policy](#).