

# Québec

## LAWS & ANNOUNCEMENTS

### Payroll

Nov 12: Newly effective [Bill 4](#) amends the Québec Pension Plan Act to specify that the presumption under which work is deemed performed in Québec applies only if work is performed in Canada. It also changes the QPP base plan benefits calculation by providing for exclusion of months that a person receives a reduced income replacement indemnity from CNESST.

### 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.

### Labour Relations

Oct 30: Newly tabled [Bill 3](#) imposes new rules on construction union governance, including the requirement that: i. union dues deducted in advance by employers include principal dues and optional dues; ii. establishment or modification of the amount of the principal dues be authorized by secret ballot by a majority of voting members; iii. votes over union dues, strikes and signing of collective agreements be held over a period of at least 24 hours; and iv. only optional dues be used to finance certain determined activities, where those activities are financed by union dues.

### Immigration

Nov 6: Québec reduced its immigration targets for the next 4 years. The newly announced 2026-2029 Immigration Plan calls for admitting 45,000 permanent residents per year. The Plan also seeks to limit the maximum number of Temporary Foreign Worker Program permit holders to 65,000 and International Student Program permit holders to 110,000 by 2029.

**Action Point:** Find out what companies and their HR directors need to know to [navigate the immigration law maze](#).

### Immigration

Nov 19: The province ended the Québec Experience Program, leaving the Skilled Worker Selection Program (PSTQ) as the sole pathway for selecting skilled workers. The PSTQ favours Québec graduates and encourages the long-term settlement of people in rural areas.

### Immigration

Nov 7: As part of a series of immigration restriction measures, Québec extended the current suspension of new applications for collective sponsorship of refugees abroad

until December 31, 2029, “to concentrate its efforts on the reception and integration of recognized refugees already present on its territory.” The government also extended suspension of Labour Market Impact Assessment applications for Montreal and Laval under the Temporary Foreign Worker Program until December 31, 2026. A new French language proficiency requirement for temporary foreign workers renewing their applications after 3 years will also officially take effect on December 17, 2025.

## **Training**

Dec 15: That’s when [mandatory training](#) for Class 1 driver’s licences takes effect in Québec. To obtain a new Class 1 license, applicants must either complete the new Road Safety Education Program (PSEP - class 1) offered by an SAAQ-recognized training provider or get a Diploma of Vocational Studies (DEP) in truck transportation from the Québec Ministry of Education. Drivers who already hold a valid Class 1 licence don’t have to take the mandatory training.

## **New Laws**

Oct 30: Québec became the latest province to enact free trade legislation providing that goods and services recognized as meeting regulatory standards in other provinces or territories with equivalent legislation meet regulatory standards in Québec. [Bill 112](#) also allows individuals with recognized professional certification in those other jurisdictions to ply their trade in Québec.

## **Workplace Violence**

Oct 29: CNESST posted [Draft Regulations](#) setting out new OHS workplace sexual violence and psychological harassment (SCV) prevention duties. Effective October 29, 2026, employers will have to: i. provide workers written notification of SCV risks in the specific workplace and complaint procedures; ii. ensure a competent person provides SCV training to all workers at least once every 3 years; iii. establish SCV reporting and investigation procedures; and iv. take necessary corrective actions.

**Action Point:** Find out how to implement a legally sound and effective [Workplace Violence Prevention Game Plan](#) at your site.

## **Workers’ Compensation**

Nov 19: CNESST published [draft regulations](#) to increase workers’ compensation reimbursement rates for hearing aids, audiologist services, and other medical services provided to injured workers and setting rates for the first time on medicines, pharmaceuticals, medical cannabis, physical rehab services, prostheses and orthoses other than hearing aids, and health services not covered by the Régie de l’assurance maladie (RAMQ).

## **CASES**

### **Time Theft: Double Dipping on Paid COVID Leave Is Just Cause to Terminate**

During the COVID-19 pandemic, many Crown corporations, including Hydro-Québec, adopted a special measure allowing employees to stay home to care for their

children without doing work and still get paid. The condition: The benefit was available to only one parent per family. So, when HQ discovered that an employee and her husband, who also worked for a Crown corporation, both took the benefit at the same time, they terminated her for time theft. The union objected but the arbitrator ruled that HQ had just cause to terminate. The Québec court held that the arbitrator's ruling was reasonable and rejected the union's appeal [[Union of Professional and Office Employees of Hydro-Québec, CUPE Local 2000 v. Martin](#), 2025 QCCS 4142 (CanLII), November 14, 2025].

**Action Point:** Find out about the [6 steps](#) you can take to prevent your employees from committing time theft.

### **Telecommuting: Company Has No Right to Force Employees to Work Remotely**

The union representing government engineers grieved because the employer required its employees to work remotely while the office was undergoing renovations. Mandatory remote work violated the employer's obligation under the collective agreement to provide a workplace compatible with the duties of an engineer, as well as engineers' Charter rights to privacy, the union contended. The employer claimed the policy was well within its management rights and only temporary. But the Québec arbitrator disagreed and upheld the grievance, finding the employer guilty on both the collective agreement and Charter rights counts [[Professional Association of Engineers of the Government of Quebec \(APICQ\) v. Quebec - Land Transport Network Fund \(Ministry of Transport and Sustainable Mobility\)](#), 2025 CanLII 118685 (QC SAT), November 19, 2025].

**Action Point:** While telecommuting rights is a hot topic in HR litigation, this case departs from the normal pattern in which employees sue their company for not letting them work from home. Regardless of whether you're dealing with employee demand or resistance, the key to maintaining control over remote work is to implement a [legally sound telecommuting policy](#) at your workplace.

### **Health & Safety: OK to Ban Elder Care Workers from Possessing Cellphones at Work**

A residential care facility for mentally ill disabled persons unilaterally adopted a rule banning patient care attendants from possessing their personal cellphones during work hours. The union claimed the ban was abusive and unreasonable. But the Québec arbitrator disagreed and dismissed the grievance, noting that the ban wasn't company-wide but limited to a particular facility, citing other cases upholding workplace cellphone bans for safety, security, and other legitimate purposes and emphasizing the vulnerability of the residents the rule in this case was designed to protect. Moreover, the evidence suggested that staff wasn't complying with the previous ban on cellphone use making it necessary to extend it to cellphone possession [[Union of Health and Social Services Workers of the Lower St. Lawrence – CUPE, Local 5007 \(FTQ\) v. Integrated Health and Social Services Centre of the Lower St. Lawrence](#), 2025 CanLII 104231 (QC SAT), October 15, 2025].

**Action Point:** Cellphones, headsets and other personal devices that workers use on the job may cause distractions that lead to accidents and injuries. One way to solve the problem is to implement an [effective Cellphone/Mobile Device Workplace Use Policy](#).