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# NATIONAL ASSEMBLY

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FIRST SESSION

THIRTY-THIRD LEGISLATURE

Bill 106

## **An Act to ensure the resumption of construction work**

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### **Introduction**

**Introduced by  
Mr Pierre Paradis  
Minister of Labour**

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#### EXPLANATORY NOTES

*The object of this bill is to ensure the resumption of construction work interrupted by a strike or lock-out and to provide for the settlement of the dispute between employers and employees in respect of conditions of employment in the construction industry.*

*For that purpose, the bill temporarily gives effect again to the provisions of the Construction Decree in force on 29 April 1986 and provides for the appointment of a mediator to assist the parties in reaching an agreement.*

*Failing an agreement between the parties, the mediator will make a report to the Minister of Labour on the state of negotiations on 1 August 1986. If the Government considers that the parties cannot reach an agreement, it will then fix by decree the conditions of employment of the employees.*

*Finally the bill provides for penalties in the event of non-performance of the obligations which it imposes.*

# Bill 106

## **An Act to ensure the resumption of construction work**

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

### DIVISION I

#### INTERPRETATION

**1.** In this Act, unless the context indicates otherwise,

“employer” or “employee” means an employer or an employee to whom the Act respecting labour relations in the construction industry applies;

“representative association”, “employers’ association” and “construction” have the same meaning as in the Act respecting labour relations in the construction industry (R.S.Q., chapter R-20);

“union” means an association of employees that is a member of a representative association or that belongs or is affiliated to a representative association.

### DIVISION II

#### RESUMPTION OF WORK

**2.** Every employee who ceased to perform construction work on 16 June 1986 by reason of a strike or lock-out shall, from 05:00 A.M. on 17 June 1986, return to work according to his regular schedule.

From the same time every employee assigned to construction work shall perform all the duties attached to his employment, taking into account the applicable conditions of employment, without stoppage, slow-down or reduction of his ordinary activities.

**3.** Every employer shall take the appropriate measures, from 05:00 A.M. on 17 June 1986, to ensure that all construction work interrupted by reason of a strike or lock-out is resumed.

From the same time every employer shall carry on his normal operations without interruption by reason of a lock-out.

**4.** No person may, by omission or otherwise, hinder the normal performance of construction work.

**5.** Every representative association or union and every employers' association shall take the appropriate measures to induce its members to comply with section 2 or 3, as the case may be.

### DIVISION III

#### PROVISIONAL CONDITIONS OF EMPLOYMENT

**6.** From 17 June 1986 and until the conditions of employment of all the employees are established according to the Act respecting labour relations in the construction industry or by a decree pursuant to section 10, the conditions shall be such as prescribed by those provisions of the Construction Decree (R.R.Q., c.R-20, r.5) that were in force on 29 April 1986, as amended to give effect to the clauses set forth in the schedule.

For the same period, the amended provisions have the same effect as if they had been adopted under section 51 of the said Act.

### DIVISION IV

#### SETTLEMENT OF THE DISPUTE

**7.** The negotiations between the parties must be carried on in accordance with the Act respecting labour relations in the construction industry.

**8.** Within three days of the coming into force of this Act, the Minister of Labour shall appoint a mediator.

**9.** The mandate of the mediator is to assist the parties in reaching an agreement within the meaning of section 44 of the Act respecting labour relations in the construction industry.

Failing agreement between the parties, the mediator shall make a report to the Minister of Labour on the state of negotiations on 1 August 1986.

**10.** Where the Government considers that the parties are unable to reach an agreement, it may, after the mediator has made his report according to section 9, determine, by decree, the conditions of employment of the employees for such period as it may fix, which shall not extend beyond 30 April 1989.

The decree has the same effect as a decree made pursuant to section 51 of the Act respecting labour relations in the construction industry.

## DIVISION V

### PENALTIES

**11.** Every person who contravenes or incites or encourages a person to contravene a provision of section 2 or 3 is guilty of an offence and liable, in addition to costs, for each day or part of a day during which the offence continues, to a fine

(1) of \$100 to \$500 in the case of an employee or other natural person not contemplated in paragraph 2;

(2) of \$10 000 to \$50 000 in the case of a person who, on 13 June 1986, was an officer, job-site steward, business agent or representative of a representative association, union, federation, confederation, congress or council, or an employer or an officer or representative of an employer, of the employers' association or of a contractors' association, or who became so after that date;

(3) of \$20 000 to \$100 000 in the case of a representative association, union, federation, confederation, congress or council, the employers' association or a contractors' association.

**12.** Every representative association, union or employers' association that does not comply with section 5 is guilty of an offence and liable, in addition to costs, to the fine provided for in paragraph 3 of section 11 for each day or part of a day during which employees of the representative association or union contravene section 2 or, as

the case may be, during which employers contravene section 3 while the association or union has failed to comply with section 5.

**13.** Every person who hinders a person's access to a place which the latter is entitled to enter in order to carry out work or who contravenes section 4 is guilty of an offence and liable, in addition to costs, to a fine of \$15 000 to \$75 000 for each day or part of a day during which the offence continues.

**14.** Every officer, job-site steward, business agent or representative who is found guilty of an offence described in section 11 or 13, becomes disqualified from the office he was holding at the time he committed the offence and from any other office listed in paragraph 2 of section 11 for a period of five years from the date on which the judgment becomes final or until he obtains a pardon.

**15.** Proceedings for offences described in sections 11 to 13 are brought in accordance with the Summary Convictions Act (R.S.Q., chapter P-15) by the Attorney General or by a person generally or specially authorized by him in writing for that purpose.

## DIVISION VI

### FINAL PROVISIONS

**16.** Except in respect of offences already committed, Division II ceases to have effect from the date fixed by order of the Government or not later than 30 April 1989.

**17.** This Act comes into force on (*insert here the date of assent to this Act*).

## SCHEDULE

## AMENDMENTS TO THE DECREE

1. Paragraph 1 of section 20.01 is replaced by the following paragraph:

“(1) All construction job sites must close down during the last two full weeks in July.”

2. Subparagraph *a* of paragraph 6 of section 20.01 is replaced by the following subparagraph:

“(a) All construction job sites must close down during the last two full weeks in July.”

3. Paragraph 3 of section 20.01 is replaced by the following paragraph:

“(3) All construction job sites shall be closed down for two calendar weeks from 12:01 A.M. on Sunday preceding Christmas Day or coinciding therewith.”

4. For the application of subparagraph *b* of paragraph 1 and subparagraph *b* of paragraph 2 of section 20.05, the following are general holidays: Good Friday, Easter Monday, Canada Day, Labour Day and Thanksgiving Day.

Where Canada Day falls on a Saturday or a Sunday, the following Monday is a general holiday.