

August 2014 Legislative Updates

JURISDICTION	PARLIAMENT	BILL #	TITLE	GOVERNMENT/MEMBERS BILL	STATUS	EXPLANATORY NOTE
<u>Quebec</u>	<b>41st Legislature - 1st Session</b>	Bill 4	<i>An Act to amend the Act authorizing the making of collective agreements with a term of more than three years in the public and parapublic sectors</i>	Martin Coiteux	Received Royal Assent, June 13, 2014	This bill amends the Act authorizing the making of collective agreements with a term of more than three years in the public and parapublic sectors to further clarify the period during which certification may be applied for in the case of a group of employees in the public and parapublic sectors.
		Bill 8	<i>An Act to amend the Labour Code with respect to certain employees of farming businesses</i>	Sam Hamad	Sitting held on June 13, 2014	This bill introduces special provisions into the Labour Code for employees of farming businesses that ordinarily and continuously employ fewer than three employees. It requires, among other things, that the employer give an association of employees a reasonable opportunity to make representations concerning the employees' conditions of employment and that the employer take note of the representations. It also provides that diligence and good faith must govern all discussions between the association of employees and the employer. Furthermore, the bill confers jurisdiction on the Commission des relations du travail to hear and determine any complaint alleging a contravention of the special provisions.
	<b>40th Legislature - 1st Session</b>	Bill 394	<i>An Act to amend the Act respecting immigration to Québec and other legislative provisions in order to facilitate the integration of immigrants into the labour market</i>	Madam Filomena Rotiroti, Member for Jeanne-Mance–Viger,	Introduced on May 21, 2013	This bill amends the Act respecting immigration to Québec and the Act respecting the Ministère de l'Emploi et de la Solidarité sociale and the Commission des partenaires du marché du travail to ensure that the needs of the labour market in Québec are taken into consideration in the selection of foreign nationals. It is provided that the Minister of Immigration and Cultural Communities, upon the issue of a selection certificate, is to send foreign nationals a comparative assessment of the studies they pursued outside Québec or an assessment for the purposes of the recognition of their professional competence prior to the issue of a licence to practise by a professional order. A new provision is added to make it possible for a foreign national to apply for a selection certificate as entrepreneur using Québec venture capital funds to start a business. An amendment is made to the Act respecting the Ministère de l'Immigration et des Communautés culturelles to provide that the Minister must foster concerted action among regional economic organizations. Lastly, it is provided that the Minister is to make adjustments to the selection grid and the weighting of the factors and criteria prescribed in various regulations with respect to validated employment offers and jobs in regions.
		Bill 398	<i>Charter of Quebec State Secularism</i>	Madame Francoise David	Sitting held on October 9, 2013	The purported purpose of the Bill is to extend and reinforce the secularism of the Quebec State and of public institutions. The fundamental principle of State secularism is defined within the Bill, which also establishes the rules applicable to public institutions, employees of the State and public service users. In addition, the Bill specifies the criteria that are to govern accommodation requests. The Bill requires public servants to demonstrate "religious neutrality".

Bill 60	<i>Charter affirming state secularism and religious neutrality and of equality between women and men, and providing a framework for accommodation requests</i>	Bernard Drainville	Sitting held on February 20, 2014 - General Consultation and public hearings.	<p>The purported purpose of this bill is to establish a Charter affirming the values of State secularism and religious neutrality and of equality between women and men, and providing a framework for accommodation requests.</p> <p>Public bodies must, in the pursuit of their mission, remain neutral in religious matters and reflect the secular nature of the State. Accordingly, obligations are set out for personnel members of public</p> <p>bodies in the exercise of their functions, including a duty to remain neutral and exercise reserve in religious matters by, among other things, complying with the restriction on wearing religious objects that overtly indicate a religious affiliation. As well, personnel members of a public body must exercise their functions with their face uncovered, and persons to whom they provide services must also have their face uncovered when receiving such services.</p>
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