



NATIONAL ASSEMBLY

FIRST SESSION

FORTY-FIRST LEGISLATURE

Bill 1092

**An Act to amend the Act respecting
labour standards to prohibit clauses
providing for differences in treatment
among employees**

Introduction

**Introduced by
Mr. Marc Picard
Member for Chutes-de-la-Chaudière**

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EXPLANATORY NOTES

This bill restores inter-generational fairness by amending the Act respecting labour standards to broaden the prohibition against differences in treatment based solely on hiring dates to cover all conditions of employment instead of only those governed by a labour standard. The bill thus covers collective agreements.

The purpose of the bill is, in particular, to eliminate orphan clauses in supplemental pension plans and group insurance plans.

LEGISLATION AMENDED BY THIS BILL:

- Act respecting labour standards (chapter N-1.1).

Bill 1092

AN ACT TO AMEND THE ACT RESPECTING LABOUR STANDARDS TO PROHIBIT CLAUSES PROVIDING FOR DIFFERENCES IN TREATMENT AMONG EMPLOYEES

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

1. Section 87.1 of the Act respecting labour standards (chapter N-1.1) is replaced by the following section:

“87.1. No agreement, regulation or decree may operate to apply to an employee, solely on the basis of the employee’s hiring date, a condition of employment less advantageous than that which is applicable to other employees performing the same tasks in the same establishment.”

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

