

Bill 14

**An Act to ensure the protection of
trainees in the workplace**

Section 1

AMENDMENT:

1. Insert the following definition in alphabetical order:

“spouse” means either of two persons who

- (a) are married or in a civil union and cohabiting;
- (b) are of opposite or the same sex, are living together in a *de facto* union and are the mother and father of the same child; and
- (c) are of opposite sex or the same sex and have been living together in a *de facto* union for one year or more;

2. Add at the end:

Persons to whom the definition of “spouse” in the first paragraph applies are considered to be cohabiting despite the temporary absence of one of them. The same rule applies if one of the persons is required to live permanently in another place for health reasons or because of imprisonment, unless the trainee is cohabiting with another spouse within the meaning of that definition.

Adopté
APC

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Section 4

AMENDMENT:

Add at the end:

The employer and, as the case may be, the educational institution or the professional order are also required to take reasonable measures at their disposal to accommodate a trainee who must be absent from their training for a reason, referred to in section 79.1 of the Act respecting labour standards (chapter N-1.1), relating to sickness, an organ or tissue donation, an accident, domestic violence, sexual violence or a criminal offence or for family or parental reasons referred to in sections 79.8 to 79.12, 79.15, 81.2, 81.4 to 81.5.2, 81.10 and 81.11 of that Act, for the durations and periods set out in those sections.

Adopté
APC

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Section 17

AMENDMENT:

Replace “a midwife” in the first paragraph by “a health professional authorized for that purpose”.

Adopté
APC

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Section 21

AMENDMENT:

Insert after the first paragraph:

Such a complaint may also be filed, on behalf of a trainee who consents to it in writing, by a non-profit organization dedicated to the defence of students' rights, a students' association or a students' association alliance.

Adopté
APC

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Section 26

AMENDMENT:

Insert after the first paragraph:

Such a complaint may also be filed, on behalf of one or more trainees who consent to it in writing, by a non-profit organization dedicated to the defence of students' rights, a students' association or a students' association alliance.

Adopté
APC

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Section 38.1

AMENDMENT:

Insert before section 39:

38.1. The Minister must, not later than *(insert the date that is five years after the date of coming into force of this Act)*, submit to the Government a report on the administration of this Act.

The report is tabled in the National Assembly within 30 days or, if the Assembly is not sitting, within 30 days of resumption.

Adopté
APC

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Sections 37.1 and 37.2

AMENDMENT:

Insert after the heading of Chapter VIII:

ACT RESPECTING LABOUR STANDARDS

37.1. Section 81.3 of the Act respecting labour standards (chapter N-1.1) is amended by replacing “a midwife” in the first paragraph by “a health professional authorized for that purpose”.

37.2. Section 81.6 of the Act is amended by replacing “a midwife” in the first paragraph by “a health professional authorized to provide pregnancy care”.

Adopté
APC.