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# NATIONAL ASSEMBLY

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FIRST SESSION

THIRTY-NINTH LEGISLATURE

Bill 399

**An Act to modernize the provisions  
relating to strikebreakers and to again  
amend the Labour Code**

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**Introduction**

**Introduced by  
Mr. Guy Leclair  
Member for Beauharnois**

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## **EXPLANATORY NOTES**

*This bill amends the Labour Code to prohibit the use of strikebreakers in the cases not now covered by the Code.*

*Employers are prohibited from utilizing, outside an establishment where a strike or lock-out has been declared, the services or work product of an employee, a contractor, a legal person or a person employed by another employer to discharge the duties of an employee who is a member of a bargaining unit on strike or locked out.*

## **LEGISLATION AMENDED BY THIS BILL:**

- Labour Code (R.S.Q., chapter C-27).

## **Bill 399**

### **AN ACT TO MODERNIZE THE PROVISIONS RELATING TO STRIKEBREAKERS AND TO AGAIN AMEND THE LABOUR CODE**

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

**1.** Section 109.1 of the Labour Code (R.S.Q., chapter C-27) is amended by adding the following paragraph:

“An employer is also prohibited from utilizing, outside an establishment where a strike or lock-out has been declared, the services or work product of

- (a) an employee,
- (b) a contractor,
- (c) a legal person, or
- (d) a person employed by another employer

to discharge the duties of an employee who is a member of the bargaining unit on strike or locked out.”

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

