

AMENDMENT

Bill 101

AN ACT TO IMPROVE CERTAIN LABOUR LAWS

SECTION 1 (section 2.1 of the Act respecting industrial accidents and occupational diseases)

Replace "le dirigeant de travailleur lorsqu'il" in proposed section 2.1 in the French text by "de travailleur un dirigeant qui".

*Adopté
JL*

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SECTION 3.1 (section 73 of the Act respecting industrial accidents and occupational diseases)

Insert after section 3:

3.1. Section 73 of the Act is amended by replacing “on the basis of which his initial indemnity was computed” in the first paragraph by “previously retained by the Commission”.

*Adopté
TR*

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AN ACT TO IMPROVE CERTAIN LABOUR LAWS

SECTIONS 5 to 12 and 69 (sections 354, 358.5 to 358.9, 359, 363 to 365, 454 and 455 of the Act respecting industrial accidents and occupational diseases)

Withdraw.

Adopté

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SECTION 46 (section 48.0.9 of the Act respecting occupational health and safety)

Strike out "or 48.0.4" in proposed section 48.0.9.

Adopté
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AN ACT TO IMPROVE CERTAIN LABOUR LAWS

SECTION 13 (section 458.1 of the Act respecting industrial accidents and occupational diseases)

Replace subparagraph 1 of the first paragraph of proposed section 458.1 by:

(1) an employer who attempts to obtain or obtains a medical record to which he does not have a right of access under section 38;

Adapté

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SECTION 54 (section 335.3 of the Act respecting occupational health and safety)

Replace "6" in paragraph 4 of proposed section 335.3 by "7".

*Adopté
JL*

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AN ACT TO IMPROVE CERTAIN LABOUR LAWS

SECTION 54 (section 335.5 of the Act respecting occupational health and safety)

Insert after proposed section 335.4, as amended:

“335.5. The members of the health and safety committee may agree to assign to the health and safety committee or the health and safety representative additional functions provided for in the first paragraph of section 78 and the first paragraph of section 90.”

Adopté

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SECTION 72.1

Insert after section 72:

72.1. A member of a health and safety committee or a health and safety representative of an establishment to which Chapter XVI.1 of the Act respecting occupational health and safety, enacted by section 54 of this Act, applies, must participate in the training program provided for in paragraph 5 of section 335.3 or paragraph 3 of section 335.4 of the Act respecting occupational health and safety, enacted by section 54 of this Act, either within 120 days of being designated or before 1 October 2026, if the member or representative was designated before that date, whichever is later.

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SECTION 73

Add the following paragraph at the end:

The report must, in particular, take into account the realities specific to women and men.

A handwritten signature in black ink, appearing to read "Adopté" followed by a stylized flourish.

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**SECTION 64 (section 313 of the Act to modernize the occupational health
and safety regime)**

Withdraw.

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SECTION 40 (section 81.17.7 of the Act respecting labour standards)

Insert “, with the exception of a medical certificate” at the end of the third paragraph of proposed section 81.17.7.

A handwritten signature in black ink, appearing to be "Adelphi", is located on the right side of the page.

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SECTION 40 (section 81.17.8 of the Act respecting labour standards)

Add at the end of section 40, as amended:

“81.17.8. The third paragraph of section 79.2, the first paragraph of section 79.3 and sections 79.4, 79.5 and 79.6 apply to periods of absence under section 81.17.7, with the necessary modifications.”

Adopté
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SECTION 42 (section 140 of the Act respecting labour standards)

Strike out “, 11” in paragraph 6 of proposed section 140.

A handwritten signature in black ink, appearing to be 'D. Lapin', is located on the right side of the page.

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SECTION 32.1 (section 9 of the National Holiday Act)

Insert after section 32:

32.1. Section 9 of the National Holiday Act (chapter F-1.1) is amended

(1) by replacing “is guilty of an offence and is liable to a fine of \$325 to \$700” in the first paragraph by “is liable to a fine of \$1,000 to \$10,000 in the case of a natural person and \$2,000 to \$20,000 in any other case”;

(2) by replacing “139 to 147” in the second paragraph by “139, 140, 141 and 141.2 to 147”.

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SECTION 14 (section 47.1 of the Labour Code)

Withdraw.

Adopted
ERB

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SECTION 45 (section 93.1 of the Act respecting labour relations, vocational training and workforce management in the construction industry)

Withdraw.

Adopted
ER6

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SECTION 16 (section 100.0.0.0.1 of the Labour Code)

In proposed section 100.0.0.0.1:

1. Replace "deemed" in the first paragraph by "presumed".
2. Replace the second paragraph by:

The Tribunal may extend that time limit or relieve a person from the consequences of failing to act within the allotted time if it is shown that the person could not, for reasonable cause, have acted within that time.

3. Strike out the third paragraph.

Adopted
ERb

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SECTION 22 (section 111.1 of the Labour Code)

Replace “section 100.0.0.0.1,” by “sections 100.0.0.0.1 and 100.3.2,”.

Adopt
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SECTION 20 (section 100.3.1 of the Labour Code)

Insert the following paragraph after the first paragraph of proposed section 100.3.1:

The party must, in the same manner, provide a list of the witnesses it intends to call and a list of those whose testimony it intends to present in the form of affidavits, unless there is valid cause not to disclose their identities.

Adopted
ERb

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SECTION 20 (section 100.3.2 of the Labour Code)

Add at the end of section 20, as amended:

“100.3.2. The hearing of the grievance must begin not later than one year after it is filed, unless otherwise decided by the arbitrator, *ex officio* or upon application of one of the parties, if the arbitrator considers that the circumstances and the interest of the parties so warrant.”

Adopted
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SECTION 70

Replace by:

70. Grievances filed before (*insert the date that is 12 months after the date of assent to this Act*) remain subject to the rules of evidence and procedure provided for in Division III of Chapter IV of the Labour Code (chapter C-27) in force on the date of their filing.

Adopted
ER6

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SECTION 63.1 (section 103 of the Act to establish the Administrative Labour Tribunal)

Insert after section 63:

63.1. Section 103 of the Act is amended by replacing "June" in the first paragraph by "September".

Adopted
ERL

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AN ACT TO IMPROVE CERTAIN LABOUR LAWS

SECTION 74.1 (section 4 of the Regulation respecting the remuneration and other conditions of employment of the members of the Administrative Labour Tribunal)

Insert after section 74:

74.1. Section 4 of the Regulation respecting the remuneration and other conditions of employment of the members of the Administrative Labour Tribunal (chapter T-15.1, r. 2), as amended by section 68 of this Act, does not apply to the remainder of the term of a member that commenced before *(insert the date of assent to this Act)*.

Adopté
ERL

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AN ACT TO IMPROVE CERTAIN LABOUR LAWS

SECTION 64.1 (section 12 of the Act to improve support for persons and to simplify the social assistance regime)

Insert after section 64:

ACT TO IMPROVE SUPPORT FOR PERSONS AND TO SIMPLIFY THE SOCIAL ASSISTANCE REGIME

64.1. Section 12 of the Act to improve support for persons and to simplify the social assistance regime (2024, chapter 34) is amended by replacing subparagraph a of paragraph 1 by the following subparagraph:

“(a) by replacing “a medical report” by “a medical or psychosocial assessment”;

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AN ACT TO IMPROVE CERTAIN LABOUR LAWS

SECTION 64.2 (section 25 of the Act to improve support for persons and to simplify the social assistance regime)

Insert after section 64.1, introduced by amendment:

64.2. Section 25 of the Act is amended by replacing both occurrences of “and, if necessary,” by “or”.

Adopt
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AN ACT TO IMPROVE CERTAIN LABOUR LAWS

SECTION 64.3 (section 26 of the Act to improve support for persons and to simplify the social assistance regime)

Insert after section 64.2, introduced by amendment:

64.3. Section 26 of the Act is replaced by the following section:

“26. Section 54 of the Act is amended by replacing “temporarily limited capacity” by “health constraint”.

Adopted
ERb

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AN ACT TO IMPROVE CERTAIN LABOUR LAWS

SECTION 64.4 (section 51 of the Act to improve support for persons and to simplify the social assistance regime)

Insert after section 64.3, introduced by amendment:

64.4. Section 51 of the Act is amended by replacing paragraph 4 by the following paragraph:

“(4) by striking out paragraph 6;”.

Adopted
ERb

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AN ACT TO IMPROVE CERTAIN LABOUR LAWS

SECTION 64.5 (section 75 of the Act to improve support for persons and to simplify the social assistance regime)

Insert after section 64.4, introduced by amendment:

64.5. Section 75 of the Act is replaced by the following section:

“75. As of 1 April 2026, applications relating to a person’s eligibility for the Social Solidarity Program that have not yet been the subject of a decision of the Minister are processed in accordance with section 70 of the Individual and Family Assistance Act (chapter A-13.1.1), as it read on 31 March 2026, except if the person discontinues his or her application and files a new application under that section after that date. In such a case, the existence of severe health constraints may not be recognized for any period preceding the date of the new application.”

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SECTION 64.7 (section 76.1 of the Act to improve support for persons and to simplify the social assistance regime)

Insert after section 64.6, introduced by amendment:

64.7. The Act is amended by inserting the following section after section 76:

“76.1. As of 1 April 2026, for the purposes of section 83.17 of the Individual and Family Assistance Act (chapter A-13.1.1), a person who had a severely limited capacity for employment is considered to have severe health constraints.”

Adopte
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AN ACT TO IMPROVE CERTAIN LABOUR LAWS

SECTION 64.6 (section 76 of the Act to improve support for persons and to simplify the social assistance regime)

Insert after section 64.5, introduced by amendment:

64.6. Section 76 of the Act is amended by striking out paragraph 1.

Adopted
ERb

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AN ACT TO IMPROVE CERTAIN LABOUR LAWS

SECTION 64.8 (section 78 of the Act to improve support for persons and to simplify the social assistance regime)

Insert after section 64.7, introduced by amendment:

64.8. Section 78 of the Act is replaced by the following section:

“78. As of 1 January 2026, a recipient who was receiving a temporarily limited capacity allowance provided for in subparagraph 3 of the first paragraph of section 53 of the Individual and Family Assistance Act (chapter A-13.1.1), as regards the provision of childcare to a dependent child, in subparagraph 4 or in any of subparagraphs 6 to 8 of the first paragraph of that section, as they read on 31 December 2025, continues to receive that allowance, as long as the recipient remains, without interruption, a recipient under the Social Assistance Program or the Last Resort Financial Assistance Program, or eligible to receive dental or pharmaceutical services under section 48 of the Individual and Family Assistance Regulation (chapter A-13.1.1, r. 1) and as long as the recipient complies with the provisions of section 62, 63 or 63.1 of that Regulation that are applicable to his or her situation, as they read on that date.

However, a recipient receiving a temporarily limited capacity allowance under the first paragraph ceases to be entitled to it on becoming eligible for, as the case may be, a temporarily limited capacity allowance or a social solidarity allowance, or a health constraint allowance or a severe health constraint allowance.

Section 54 of the Individual and Family Assistance Act, as it read on 31 December 2025, applies to a recipient of a temporarily limited capacity allowance provided for in the first paragraph.

For the purposes of this section, the amount of the temporarily limited capacity allowance is \$166 for an independent adult, or a family composed of one adult with temporarily limited capacity, and \$285 for a family composed of two adults with temporarily limited capacity. The latter amount is shared equally between the two adults if there is a change in the composition of the family.”

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AN ACT TO IMPROVE CERTAIN LABOUR LAWS

SECTION 64.9 (section 79 of the Act to improve support for persons and to simplify the social assistance regime)

Insert after section 64.8, introduced by amendment:

64.9. Section 79 of the Act is replaced by the following section:

“79. The provisions of this Act come into force on the date or dates to be set by order of the Government, except

(1) the provisions of paragraphs 3 and 4 of section 51 and those of section 78, which come into force on 1 January 2026; and

(2) the provisions of sections 4 to 7, 9, 10, 12 and 26, paragraphs 1 and 2 of section 28, paragraph 1 of section 31, section 36, paragraph 1 and subparagraph *b* of paragraph 2 of section 47, paragraphs 2 and 3 of section 49, section 50, insofar as it enacts paragraph 1 of section 131.1 of the Individual and Family Assistance Act (chapter A-13.1.1), paragraphs 2 and 7 of section 51, sections 56 and 75, paragraph 1 of section 76 as well as section 76.1, which come into force on 1 April 2026.”

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AN ACT TO IMPROVE CERTAIN LABOUR LAWS

SECTION 73.1

Insert after section 73:

73.1. Between 1 January 2026 and 31 March 2026,

(1) section 53 of the Individual and Family Assistance Act (chapter A-13.1.1) is to be read as follows:

“**53.** A temporarily limited capacity allowance is added to the basic benefit when an independent adult or an adult member of a family

(1) produces a medical report establishing that, due to the adult’s physical or mental condition, the adult will be unable, for a period of at least one month, to engage in a job preparation, integration or retention activity; or

(2) is at least 20 weeks pregnant or gave birth less than 18 weeks previously and applies for the allowance; the application must be filed together with a medical certificate that may be replaced by a written report attesting the pregnancy, signed by a midwife and indicating the adult’s name and date of birth, the number of weeks of pregnancy, if applicable, and the expected or actual date of delivery.”;

(2) section 73 of the Individual and Family Assistance Act is to be read as follows:

“**73.** The provisions of this Act and of the regulations regarding the Social Assistance Program apply to this program, with the necessary modifications, except the provisions relating to the parental contribution and the temporarily limited capacity allowance.

The adjustments for adults and the adjustments for dependent children that do not apply to the Social Solidarity Program are determined by regulation.”;

(3) subparagraph 2 of the second paragraph of section 21 of the Act respecting administrative justice (chapter J-3) is to be read as follows:

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“(2) under section 118 of the Individual and Family Assistance Act (chapter A-13.1.1), to contest a decision concerning the assessment of a temporarily limited capacity for the reason set out in paragraph 1 of section 53 of that Act or the assessment of a severely limited capacity for employment referred to in section 70 of that Act;”.

Adopted
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AN ACT TO IMPROVE CERTAIN LABOUR LAWS

SECTION 73.2

Insert after section 73.1, introduced by amendment:

73.2. Between 1 January 2026 and the date preceding the date of coming into force of section 52 of the Act to improve support for persons and to simplify the social assistance regime (2024, chapter 34), section 133 of the Individual and Family Assistance Act is to be read as if the following paragraph were added at the end:

“(4) determining the adjustments for adults and the adjustments for dependent children that do not apply to the program.”

Adopt
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AN ACT TO IMPROVE CERTAIN LABOUR LAWS

SECTION 73.3

Insert after section 73.2, introduced by amendment:

73.3. Between 1 April 2026 and the date preceding the date of coming into force of section 20 of the Act to improve support for persons and to simplify the social assistance regime (2024, chapter 34),

(1) section 44 of the Individual and Family Assistance Act (chapter A-13.1.1) is to be read as follows:

“44. The purpose of the Social Assistance Program is to grant last resort financial assistance to persons who do not have severe health constraints. A further purpose is to encourage such persons to engage in activities promoting their entry on the labour market or their social and community participation.”;

(2) section 53 of the Individual and Family Assistance Act is to be read as follows:

“53. A health constraint allowance is added to the basic benefit when an independent adult or an adult member of a family

(1) produces a medical or psychosocial assessment establishing that the adult’s state of physical, mental or psychosocial health prevents the adult, for a period of at least one month, from engaging in a job preparation, integration or retention activity; or

(2) applies for the allowance due to being at least 20 weeks pregnant or having given birth less than 18 weeks previously; the application must be filed together with a medical certificate prepared by a health or social services professional designated by regulation that attests to the pregnancy and indicates the adult’s name and date of birth, the number of weeks of pregnancy, if applicable, and the expected or actual date of delivery.”;

(3) subparagraph 1 of the first paragraph of section 55 of the Individual and Family Assistance Act is to be read as follows:

“(1) determining the amount of the applicable basic benefit and, in keeping with the regulation, adding to it any health constraint allowance, any adjustments for adults, any support allowance granted under Chapter I of Title I, any adjustments for dependent children and any special benefits; and”;

(4) section 67 of the Individual and Family Assistance Act is to be read as follows:

“67. The purpose of the Social Solidarity Program is to grant last resort financial assistance to persons with severe health constraints.

A further purpose of the program is to foster the inclusion and social participation of such persons and their active contribution to society, by providing all the help and support they require.”;

(5) section 70 of the Individual and Family Assistance Act is to be read as follows:

“70. An independent adult or a family is eligible under the program if the adult or an adult member of the family produces a medical or psychosocial assessment establishing that the adult’s state of physical, mental or psychosocial health is significantly deficient or impaired for a period of at least one year and that, for that reason and given the adult’s socio-professional profile, the adult has severe health constraints that prevent him or her from acquiring economic self-sufficiency through employment.

Each year, the Minister may reassess whether a person has severe health constraints.

In exceptional circumstances, the Minister may exempt a person from the obligation to produce a medical or psychosocial assessment.”;

(6) section 72 of the Individual and Family Assistance Act is to be read as follows:

“72. The Government may, by regulation, prescribe for recipients under the program the amounts of the adjustments for adults, which may vary according to the time elapsed since they became recipients under the program, and determine the cases in which and the conditions under which those amounts are to be granted.

For the purpose of calculating the elapsed time, the regulation may provide that the periods in which a person had severe health constraints that prevented the person from acquiring economic self-sufficiency for a period of at least one

year or a handicap requiring exceptional care are considered, in the cases and on the conditions determined in the regulation.

The Government may also make regulations prescribing more flexible rules applicable to recipients under the program as regards

- (1) property, liquid assets, or amounts paid into a pension plan;
- (2) property, liquid assets, or income, earnings or other benefits derived from a succession; and
- (3) the eligibility requirements for certain special benefits.”;
- (7) section 73 of the Individual and Family Assistance Act is to be read as follows:

“**73.** The provisions of this Act and of the regulations regarding the Social Assistance Program apply to this program, with the necessary modifications, except the provisions relating to the parental contribution and the health constraint allowance.

The adjustments for adults and the adjustments for dependent children that do not apply to the Social Solidarity Program are determined by regulation.”;

- (8) section 83.17 of the Individual and Family Assistance Act is to be read as follows:

“**83.17.** A person is eligible under the Basic Income Program if, during the period determined by regulation, the person has severe health constraints within the meaning of section 70 and is a recipient under the Social Solidarity Program, and if the person meets the other conditions determined by regulation.

Despite the first paragraph, a person is also eligible under the Basic Income Program if, in the cases and under the conditions determined by regulation, the person has severe health constraints that should prevent the person from acquiring economic self-sufficiency permanently or indefinitely.

The provisions of this chapter apply by operation of law to any person who meets the eligibility requirements of the program.”;

- (9) paragraph 7 of section 132 of the Individual and Family Assistance Act is to be read as follows:

“(7) determining the amount of the health constraint allowance and the adjustments for adults and for dependent children, and determining the cases in which and the conditions under which those amounts are to be granted;”;

(10) paragraphs 1 and 2 of section 133.2 of the Individual and Family Assistance Act are to be read as follows:

“(1) prescribing, for the purposes of the first paragraph of section 83.17, the period during which a person must have severe health constraints and be a recipient under the Social Solidarity Program, as well as the other eligibility requirements for the program;

“(2) prescribing, for the purposes of the second paragraph of section 83.17, the cases in which and the conditions under which a person who has severe health constraints is also eligible under the Basic Income Program;”;

(11) subparagraph 2 of the second paragraph of section 21 of the Act respecting administrative justice (chapter J-3) is to be read as follows:

“(2) under section 118 of the Individual and Family Assistance Act (chapter A-13.1.1), to contest a decision concerning the assessment of health constraints for the reason set out in paragraph 1 of section 53 of that Act or the assessment of severe health constraints referred to in section 70 of that Act;”.

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AN ACT TO IMPROVE CERTAIN LABOUR LAWS

SECTION 75

1. Replace "2026" in paragraph 1 by "2027".

2. Insert the following paragraph after paragraph 2:

(2.1) the provisions of sections 15, 16 and 18, section 20 insofar as it enacts section 100.3.2 of the Labour Code (chapter C-27) and section 22, which come into force on (*insert the date that is 12 months after the date of assent to this Act*);

3. Strike out paragraphs 4 and 6.

Adopted
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