

**SUBAMENDMENT**

**Bill 3**

**AN ACT TO IMPROVE THE TRANSPARENCY, GOVERNANCE AND  
DEMOCRATIC PROCESS OF VARIOUS ASSOCIATIONS IN THE  
WORKPLACE**

**SECTION 8** (section 47.1 of the Labour Code)

Replace "\$150,000 to \$300,000" and "more than \$300,000" in paragraph 2 of the amendment to proposed section 47.1 by "\$250,000 to \$500,000" and "more than \$500,000", respectively.

*Adopted  
7/11*

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**SECTION 8** (section 47.1 of the Labour Code)

In the amendment to proposed section 47.1, as subamended:

1. Replace paragraph 3 by:
3. In the third paragraph:
  - (a) replace “inclus” in the French text by “compris”;
  - (b) add the following sentence at the end: “It must also make the financial statements available free of charge on its website or by any other appropriate means to every employee comprised in the bargaining unit it represents.”
2. Replace paragraph 4 by:
4. In the fourth paragraph:
  - (a) replace “, submit them to an audit engagement and present them at a meeting to the members of the certified association that is affiliated with or belongs to it” by “and submit them to an audit engagement”;
  - (b) insert “and must make the financial statements available free of charge on its website or by any other appropriate means to every employee comprised in the bargaining unit of the certified association that is affiliated with it or belongs to it” at the end.

*Adopté*  
*T/M*

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**SECTION 8** (section 47.1 of the Labour Code)

In proposed section 47.1:

1. Strike out “in accordance with generally accepted accounting principles” in the first paragraph.

2. Replace the second paragraph by:

A certified association to which an amount of \$150,000 to \$300,000 is remitted annually as union dues must submit its financial statements to a review engagement and a certified association to which an amount of more than \$300,000 is remitted annually as union dues must submit its financial statements to an audit engagement. Those associations must also prepare their financial statements in accordance with generally accepted accounting principles.

*Sam 1*

3. Replace “inclus” in the third paragraph of the French text by “compris”.

4. Replace “, submit them to an audit engagement and present them at a meeting to the members of the certified association that is affiliated with or belongs to it. The union, federation or confederation must also provide a copy of its financial statements free of charge to an employee who so requests and who is a member of the certified association that is affiliated with or belongs to it” in the fourth paragraph by “and submit them to an audit engagement. It must also make them available free of charge on its website or by any other appropriate means to every employee comprised in the bargaining unit of the certified association that is affiliated with it or belongs to it”.

*Sam 2*

*Adopté  
amendé  
TK*

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**SECTION 8** (section 47.1.1 of the Labour Code)

Withdraw proposed section 47.1.1.



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**SECTION 8** (section 47.1.2 of the Labour Code)

Replace "\$10,000" in the amendment to subparagraph c of subparagraph 6 of the first paragraph of proposed section 47.1.2 by "\$25,000".



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**SECTION 8** (section 47.1.2 of the Labour Code)

Replace subparagraphs *c* and *d* of paragraph 1 of the amendment to proposed section 47.1.2 by:

(c) replace subparagraph 3 by:

(3) the name and title of each of the persons elected to an office within the association and those of the non-elected person exercising the highest authority within the association as well as the remuneration that has been paid to them by the association and the other benefits they have received;

(d) replace subparagraph 4 by:

(4) the total expenses borne by the association, including accommodation, travel and meal expenses

(a) for each of the persons elected to an office within the association and for the non-elected person exercising the highest authority within the association, and

(b) for all of the other persons for whom such expenses were paid;



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**SECTION 8** (section 47.1.2 of the Labour Code)

In proposed section 47.1.2:

1. In the first paragraph:

(a) insert “deducted from the salary of employees” after “optional union dues” in subparagraph 1;

(b) replace “the amount of the dues sent” in subparagraph 2 by “the amount that is remitted annually to the association as union dues for the purposes of the third paragraph of section 47 as well as the amount sent as dues”;

*Sam 2*

(c) in subparagraph 3:

(i) replace “each of the persons who hold an elective office” by “each elected officer”;

(ii) insert “by the association” after “them”;

(d) replace “each of the persons who hold an elective office” in subparagraph 4 by “each elected officer”;

(e) replace subparagraph 5 by:

(5) a summary of the activities financed by the optional dues and a breakdown of the associated expenses;

(f) replace subparagraph 6 by:

(6) a list of the expenses, other than those referred to in subparagraphs 4 and 5, which mentions the object of each of them, in the case of

(a) expenses exceeding \$5,000 made by a certified association to which an amount of \$500,000 or less is remitted annually as union dues,

(b) expenses exceeding \$10,000 made by a certified association to which an amount of more than \$500,000 is remitted annually as union dues, and

(c) expenses exceeding \$10,000 made by a union, federation or confederation; and

*Sam 1*

2. Insert the following sentence at the end of the second paragraph: "The certified association must also make the report available free of charge on its website or by any other appropriate means to every employee comprised in the bargaining unit it represents".

3. In the third paragraph:

(a) strike out ", which must be presented annually to the members of the certified association that is affiliated with it or belongs to it";

(b) insert the following sentence at the end: "The report must also be made available free of charge on the website of the union, federation or confederation or by any other appropriate means to every employee comprised in the bargaining unit of the certified association that is affiliated with it or belongs to it."

*Adopte  
amende  
N*

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**AN ACT TO IMPROVE THE TRANSPARENCY, GOVERNANCE AND  
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WORKPLACE**

**SECTION 14** (section 93.1.1 of the Act respecting labour relations,  
vocational training and workforce management in the  
construction industry)

In proposed section 93.1.1:

1. Strike out “in accordance with generally accepted accounting principles” in the first paragraph.

2. Replace the second paragraph by the following paragraph:

Such an association to which an amount of \$250,000 to \$500,000 is remitted annually as union assessments must submit its financial statements to a review engagement and such an association to which an amount of more than \$500,000 is remitted annually as union assessments must submit its financial statements to an audit engagement. Those associations must also prepare their financial statements in accordance with generally accepted accounting principles.

3. Insert “and must make the financial statements available to every member, free of charge on its website or by any other appropriate means” at the end of the third paragraph.

4. Strike out the fourth paragraph.

5. Replace “, submit them to an audit engagement and present them to the members of any association affiliated with them or belonging to them, at a meeting. They must also provide a copy free of charge to any member who so requests” in the fifth paragraph by “and submit them to an audit engagement. They must also provide on request a copy of their financial statements free of charge to any member of a representative association affiliated with them or belonging to them and, if applicable, to any member of an association of employees affiliated with that representative association as well as make the financial statements available free of charge on their website or by any other appropriate means to every member of those associations”.



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**SECTION 14** (section 93.1.2 of the Act respecting labour relations,  
vocational training and workforce management in the  
construction industry)

In proposed section 93.1.2:

1. In the first paragraph:

(a) insert “deducted in advance from the salary of employees” after “optional assessment” in subparagraph 1;

(b) replace “the amount of union assessments sent” in subparagraph 2 by “the amount that is remitted annually to the association as union assessments for the purposes of the second paragraph of section 93.1.1 as well as the amount sent as assessments”.

(c) replace subparagraph 3 by:

(3) the name and title of each of the persons elected to an office within the association and those of the non-elected person exercising the highest authority within the association as well as the remuneration that has been paid to them by the association and the other benefits they have received;

(d) replace subparagraph 4 by:

(4) the total expenses borne by the association, including accommodation, travel and meal expenses

(a) for each of the persons elected to an office within the association and for the non-elected person exercising the highest authority within the association, and

(b) for all of the other persons for whom such expenses were paid;

(e) replace subparagraph 5 by:

(5) a summary of the activities financed by the optional assessments and a breakdown of the associated expenses;

(f) replace subparagraph 6 by:

(6) a list of the expenses, other than those referred to in subparagraphs 4 and 5, which mentions the object of each of them, in the case of

(a) expenses exceeding \$5,000 made by a representative association and an association of employees affiliated with such an association that is remitted annually an amount of \$500,000 or less as assessments,

(b) expenses exceeding \$10,000 made by a representative association and an association of employees affiliated with such an association that is remitted annually an amount of more than \$500,000 as assessments, and

(c) expenses exceeding \$25,000 made by a union, federation or confederation; and

2. Replace “, which must be presented annually to the members of the representative associations affiliated with them or belonging to them and, if applicable, to the associations of employees affiliated with those representative associations. A copy of the report must be sent free of charge to any member who so requests.” in the third paragraph by “. They must also make a copy available free of charge on their website or by any other appropriate means to the members of the representative associations affiliated with them or belonging to them and, if applicable, to the associations of employees affiliated with those representative associations.”

*Adapté  
ML*

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**SECTION 8.1** (section 47.1.4 of the Labour Code)

Insert after section 8:

**8.1.** The Code is amended by inserting the following section before section 47.2:

**“47.1.4.** Each year during the presentation referred to in section 47.1, the certified association makes its financial statements public if so authorized by a majority vote of the members of the certified association who are comprised in the bargaining unit and who exercise their right to vote.

The union, federation and confederation with which the certified association is affiliated or to which it belongs decide, each year, whether it is advisable to make their financial statements public.”

*Adopté  
JA*

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**SECTION 14.1** (section 93.1.3 of the Act respecting labour relations,  
vocational training and workforce management in the  
construction industry)

Insert after section 14:

**14.1.** The Act is amended by inserting the following section before the heading of Chapter VIII.1:

**“93.1.3.** Each year during the presentation of the financial statements referred to in section 93.1.1, an association referred to in subparagraph *a* or *b* of the first paragraph of section 1 and an association of employees affiliated with a representative association make their financial statements public if so authorized by a majority vote of their members who exercise their right to vote.

An association referred to in the fourth paragraph of section 93.1.1 decides, each year, whether it is advisable to make its financial statements public.”

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**SECTION 1** (section 13.1 of the Labour Code)

Insert “or, if applicable, a member” after “an employee” in the amendment to section 1.

*Adopté*  
*20*

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**SECTION 1** (section 13.1 of the Labour Code)

Replace by:

1. The Labour Code (chapter C-27) is amended by inserting the following section after section 13:

“13.1. No person shall use intimidation or threats against an employee who expresses himself during a meeting or vote held by the certified association representing him.”

*Sam 1*

*Adopté  
amendé  
TU*

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**SECTION 8.2** (section 143.0.1 of the Labour Code)

Insert after section 8.1, introduced by amendment:

**8.2.** The Code is amended by inserting the following section after section 143:

**"143.0.1.** Any person who contravenes section 13.1 is guilty of an offence and liable to a fine of \$2,500 to \$25,000 for each day or part of a day during which the offence continues."



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**SECTION 3**

Amendment 10 has been withdrawn and renamed AM g.



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**SECTION 3** (section 20.3.3 of the Labour Code)

In the first paragraph of proposed section 20.3.3:

1. Replace subparagraph 2 by:
  - (2) the procedure for exercising a vote by secret ballot;
2. Strike out subparagraph 3.
3. Replace subparagraph 4 by:
  - (4) the quorum for meetings; and

*Adopté*  
*5/11*

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**SECTION 3** (section 20.3.5 of the Labour Code)

Withdraw proposed section 20.3.5.

*Adopt  
JK*

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**SECTION 3** (section 20.3.2 of the Labour Code)

Replace "24" in proposed section 20.3.2 by "12".



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**SECTION 15** (section 96 of the Act respecting labour relations,  
vocational training and workforce management in the  
construction industry)

In paragraph 2:

1. Replace proposed subparagraph *f* by:

“(f) the procedure for exercising a vote by secret ballot must be provided therein;

2. Replace proposed subparagraph *h* by:

“(h) the quorum for meetings must be provided therein.

3. Strike out subparagraph *i*.



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**SECTION 16** (section 97.1 of the Act respecting labour relations,  
vocational training and workforce management in the  
construction industry)

Withdraw proposed section 97.1.

*Adopted  
RN*

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**SECTION 16** (section 97.2 of the Act respecting labour relations,  
vocational training and workforce management in the  
construction industry)

Replace "24 hours" in proposed section 97.2 by "12 hours".

*Adopté  
MK*

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**SECTION 7** (section 47.0.1 of the Labour Code)

Strike out "exclusively" in subparagraph 2 of the first paragraph of proposed section 47.0.1 in the amendment to section 7.



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**SECTION 7** (section 47.0.1 of the Labour Code)

Insert "to conditions of employment or" after "unrelated" in subparagraph 2 of the first paragraph of proposed section 47.0.1 in the amendment to section 7.

*Adapté  
M*

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**SECTION 7** (section 47.0.1 of the Labour Code)

Insert "to contributions for charitable purposes nor" after "does not apply" in the second paragraph of proposed section 47.0.1.

*Adopté  
M*

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**SECTION 7** (section 47.0.1 of the Labour Code)

Insert "and partisan" after "that is political" in subparagraph 2 of the first paragraph of proposed section 47.0.1.

*Adopté  
SN*

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**SECTION 7 (section 47.0.1 of the Labour Code)**

Replace proposed section 47.0.1 by:

**“47.0.1** Where they are financed by union dues, the activities of a certified association or of a union, federation or confederation with which a certified association is affiliated or to which it belongs, included in the following categories, must be financed exclusively by optional dues:

(1) any contestation, in a civil, administrative, penal or criminal case, of the operability, constitutionality or validity of a provision of an Act, a regulation, a government order or a ministerial order or any contribution to such a contestation, including a contribution made prior to such a contestation, except where the contestation is made as part of representing an employee in connection with the application of the employee's collective agreement or document in lieu thereof or where the contestation is invoked as a defence; and

(2) any advertising campaign, excluding a campaign intended exclusively for members, or any participation in a social movement, where the advertising campaign or social movement concerns, in whole or in part, a subject that is political in nature, a case referred to in subparagraph 1 or a subject that is unrelated to the represented employees' collective agreement or document in lieu thereof.

Subparagraph 2 of the first paragraph does not apply to the activities of a certified association or of a union, federation or confederation with which a certified association is affiliated or to which it belongs that concern its rights or obligations in connection with its formation or management.

If they are financed by union dues, all expenditures related to the carrying out of an activity referred to in subparagraph 1 or 2 of the first paragraph, including in particular salaries, professional services fees, accommodation, travel or meal expenses or any other related expenses, must be financed by optional dues.

*Sam 1*  
*Sam 4*  
*Sam 2*

*Sam 3*

*Adopte  
amend  
M*

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**SECTION 7** (section 47.0.2 of the Labour Code)

In the amendment to proposed section 47.0.2, add the following sentence at the end of the second paragraph: "Employees who wish to avail themselves of their right to vote must send to the certified association of the bargaining unit representing them the information necessary for the exercise of their right to vote."

*Adopted  
FK*

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**SECTION 7** (section 47.0.2 of the Labour Code)

Replace proposed section 47.0.2 by:

**"47.0.2.** A certified association must present to its members, at least once a year at a meeting,

(1) the amount of the optional union dues it wishes to include in the amount of the union dues it specifies to the employer as well as the portion of the amount of the optional dues it intends to allocate to each of the two categories of activities referred to in subparagraphs 1 and 2 of the first paragraph of section 47.0.1 that it identifies; and

(2) the amount of the union dues it intends to send to the union, federation or confederation with which it is affiliated or to which it belongs, identifying the portion relating to the principal dues and the portion relating to the optional dues.

Not later than the day of the meeting and for at least one year following the meeting, the certified association must make available, on its website or by any other appropriate means, to the employees comprised in the bargaining unit it represents, a document summarizing the content of the presentation and informing them of the procedure by which they may exercise their right to vote on the optional dues and of the time at which the vote is to be held.

*Sam 1*

*Adopté  
amendé  
N*

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**SECTION 7** (section 47.0.3 of the Labour Code)

In proposed section 47.0.3:

1. Replace "The deduction of the dues" in the second paragraph by "The amount of the optional dues".
2. In the third paragraph:
  - (a) strike out ", but it must not begin within 72 hours following the presentation".
  - (b) replace "24 by "12".
3. Replace the fourth paragraph by:

The decision made by a majority of the employees in accordance with this section takes effect on the day on which the presentation provided for in section 47.0.2 was held and applies to all of the employees comprised in the bargaining unit, regardless of their hiring date.

*Adopté*  
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**AMENDMENT**

**Bill 3[Inscrivez le No]**

**AN ACT TO IMPROVE THE TRANSPARENCY, GOVERNANCE AND  
DEMOCRATIC PROCESS OF VARIOUS ASSOCIATIONS IN THE  
WORKPLACE [TITRE]**

**SECTION 7 (section 47.0.4 of the Labour Code)**

Replace proposed section 47.0.4 by:

**“47.0.4** A certified association and a union, federation or confederation with which a certified association is affiliated or to which it belongs are prohibited from making an expenditure using principal union dues for an activity referred to in section 47.0.1.

*Adopté  
JK*

## AMENDMENT

### Bill 3

#### AN ACT TO IMPROVE THE TRANSPARENCY, GOVERNANCE AND DEMOCRATIC PROCESS OF VARIOUS ASSOCIATIONS IN THE WORKPLACE

**SECTION 12** (section 38.1 of the Act respecting labour relations,  
vocational training and workforce management in the  
construction industry)

Replace proposed section 38.1 by:

**“38.1** Where they are financed by union assessments, the activities of an association contemplated in subparagraph *a* or *b* of the first paragraph of section 1, an association of employees affiliated with a representative association, the Centrale des syndicats démocratiques (CSD), the Confédération des syndicats nationaux (CSN) or the Fédération des travailleurs et travailleuses du Québec (FTQ), included in the following categories, must be financed exclusively by optional assessments:

(1) any contestation, in a civil, administrative, penal or criminal case, of the operability, constitutionality or validity of a provision of an Act, a regulation, a government order or a ministerial order or any contribution to such a contestation, including a contribution made prior to such a contestation, except where the contestation is made as part of representing an employee in connection with the application of the employee’s collective agreement or document in lieu thereof or where the contestation is invoked as a defence; and

(2) any advertising campaign, excluding a campaign intended for members, or any participation in a social movement, where the advertising campaign or the social movement concerns, in whole or in part, a subject that is political and partisan in nature, a case referred to in subparagraph 1 or a subject that is unrelated to conditions of employment or to the represented employees’ collective agreement or document in lieu thereof.

Subparagraph 2 of the first paragraph does not apply to contributions for charitable purposes nor to the activities of an association contemplated in subparagraph *a* or *b* of the first paragraph of section 1 or of an association of employees affiliated with a representative association that concern its rights or obligations related to its formation or management.

If they are financed by union assessments, all expenditures related to the carrying out of an activity referred to in subparagraph 1 or 2 of the first paragraph, including in particular salaries, professional services fees, accommodation, travel or meal expenses or any other related expenses, must be financed by optional assessments.

*Adapté  
SK*

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**SECTION 12** (section 38.2 of the Act respecting labour relations,  
vocational training and workforce management in the  
construction industry)

Replace proposed section 38.2 by:

**“38.2.** An association contemplated in subparagraph *a* or *b* of the first paragraph of section 1 or an association of employees affiliated with a representative association must present to its members, at least once a year at a meeting,

(1) the amount of the optional assessment it wishes to include in the amount of the union assessment as well as the portion of the optional assessment it intends to allocate to each of the two categories of activities referred to in subparagraphs 1 and 2 of the first paragraph of section 38.1 that it identifies; and

(2) the amount of the union assessments it intends to send, if applicable, to the representative association with which it is affiliated, the Centrale des syndicats démocratiques (CSD), the Confédération des syndicats nationaux (CSN) or the Fédération des travailleurs et travailleuses du Québec (FTQ), identifying the portion relating to the principal assessment and the portion relating to the optional assessment.

Not later than the day of the meeting and for at least one year following the meeting, the association must make available to its members, on its website or by any other appropriate means, a document summarizing the content of the presentation and informing them of the procedure by which they may exercise their right to vote on the optional assessment and of the time at which the vote is to be held.

*Adopté*  
*FTQ*

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**SECTION 12** (section 38.3 of the Act respecting labour relations,  
vocational training and workforce management in the  
construction industry)

In proposed section 38.3:

1. Replace "advance deduction" in the second paragraph by "amount".
2. In the third paragraph:
  - (a) strike out ", but it must not begin within 72 hours following the presentation".
  - (b) replace "24 by "12".
3. Replace the fourth paragraph by:

The decision made by a majority of the members in accordance with this section takes effect on the day on which the presentation provided for in section 38.2 was held and applies to all of the employees, regardless of their hiring date.

*Adopté  
7/10*

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**SECTION 17** (section 114 of the Act respecting labour relations,  
vocational training and workforce management in the  
construction industry)

Replace proposed section 114 by:

“**114.** An association contemplated in subparagraph *a* or *b* of the first paragraph of section 1, an association of employees affiliated with a representative association, the Centrale des syndicats démocratiques (CSD), the Confédération des syndicats nationaux (CSN) and the Fédération des travailleurs et travailleuses du Québec (FTQ) are prohibited from making an expenditure using principal assessments for an activity referred to in section 38.1.

Any contravention of the first paragraph renders its author liable to a fine of \$5,000 to \$50,000.”



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**SECTION 20.1**

Insert after section 20:

**20.1** From (*insert the date of assent to this Act*), any dues deducted under section 47 of the Labour Code (chapter C-27), amended by section 6 of this Act, or assessments deducted in advance under section 38 of the Act respecting labour relations, vocational training and workforce management in the construction industry (chapter R-20), amended by section 11 of this Act, are considered to be principal dues or assessments established in accordance with section 20.1.1 of the Labour Code, enacted by section 2 of this Act, or with section 97.3 of the Act respecting labour relations, vocational training and workforce management in the construction industry, enacted by section 16 of this Act, as long as no deduction of optional dues or assessments has been authorized in accordance with section 47.0.3 of the Labour Code, enacted by section 7 of this Act, or with section 38.3 of the Act respecting labour relations, vocational training and workforce management in the construction industry, enacted by section 12 of this Act.



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**SECTION 21**

1. Replace "provisions of" by "rules relating to the vote provided for in".
2. Replace "as long as the amount deducted or deducted in advance by the employer" by "where a first vote on the optional dues or assessments is held in accordance with the provisions of section 47.0.3 of the Labour Code, enacted by section 7 of this Act, or with those of section 38.3 of the Act respecting labour relations, vocational training and workforce management in the construction industry, enacted by section 12 of this Act, and the resulting amount deducted or deducted in advance by the employer".
3. Add the following sentence at the end: "In such a case, the amount of the principal dues or assessments corresponds to the difference between the amount deducted or deducted in advance on that date and the amount of such optional dues or assessments."



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**SECTION 22**

Replace by:

**22.** Not later than nine months after (*insert the date of assent to this Act*), every certified association, every representative association or, where applicable, every association of employees affiliated with a representative association and every union, federation and confederation with which a certified association or a representative association is affiliated or to which it belongs must make available to the represented employees, on their website or by any other appropriate means, a document presenting the amount of the union dues or assessments they held on (*insert the date preceding the date of assent to this Act*) and, where applicable, the portion of that amount that they allocate to the financing of each of the two categories of activities referred to in subparagraphs 1 and 2 of the first paragraph of section 47.0.1 of the Labour Code (chapter C-27), enacted by section 7 of this Act, or in subparagraphs 1 and 2 of the first paragraph of section 38.1 of the Act respecting labour relations, vocational training and workforce management in the construction industry (chapter R-20), enacted by section 12 of this Act, that they identify.

The union dues or assessments may be used, until they are exhausted, in accordance with the rules applicable on (*insert the date preceding the date of assent to this Act*).

However, where the union dues or assessments are used for the purpose of financing the identified categories, the annual report on the use of the financial resources must include a summary of the activities financed and a breakdown of the associated expenses, until the dues or assessments are exhausted.



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**SECTION 23**

Replace by:

**23.** Until (*insert the date that is six months after the date of assent to this Act*), any principal dues or assessments may be used for the purpose of financing activities referred to in subparagraphs 1 and 2 of the first paragraph of section 47.0.1 of the Labour Code (chapter C-27), enacted by section 7 of this Act, or in subparagraphs 1 and 2 of the first paragraph of section 38.1 of the Act respecting labour relations, vocational training and workforce management in the construction industry (chapter R-20), enacted by section 12 of this Act.

*Adopté  
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**SECTION 24**

Replace by:

**24.** On the expiry of the period referred to in section 23 of this Act and subject to the second paragraph of section 22 of this Act, the financing of an activity referred to in subparagraphs 1 and 2 of the first paragraph of section 47.0.1 of the Labour Code (chapter C-27), enacted by section 7 of this Act, or in subparagraphs 1 and 2 of the first paragraph of section 38.1 of the Act respecting labour relations, vocational training and workforce management in the construction industry (chapter R-20), enacted by section 12 of of this Act, may, if the financing was already in progress on (*insert the date preceding the date of assent to this Act*), be continued using principal dues or assessments in accordance with the rules applicable under section 23, but must end not later than, as applicable,

(1) the date of the judgment or the decision terminating the proceeding in progress, regardless of whether the judgment or decision has become final, or the date of the act terminating the proceeding in progress; or

(2) the date of termination of the contract or agreement, where an activity is carried on under that contract or agreement and that contract or agreement provides for a date of termination.

The financing through the use of principal dues or assessments of any activity carried on under a contract or agreement in progress on (*insert the date preceding the date of assent to this Act*) and that does not provide for a date of termination ends on (*insert the date that is six months after the date of assent to this Act*).



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**SECTION 25**

Replace by:

**25.** Any association of employees, representative association or association of employees affiliated with the representative association, or union, federation or confederation with which a certified association or a representative association is affiliated or to which it belongs that contravenes a provision of section 20, 22 or 24 of this Act is liable to a fine of \$1,500 to \$7,500.



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**SECTION 26**

1. Insert "those of section 7 insofar as they enact section 47.0.4 of the Labour Code," after "(chapter C-27),".
2. Replace "and those of" by ", those of".
3. Insert "and those of section 17" after "(chapter R-20)".

