



NATIONAL ASSEMBLY OF QUÉBEC

SECOND SESSION

FORTY-THIRD LEGISLATURE

Bill 27

**An Act to amend various provisions
concerning collective agreement
decrees and the construction industry**

Introduction

**Introduced by
Mr. Jean Boulet
Minister of Labour**

**Québec Official Publisher
2026**

EXPLANATORY NOTES

This bill amends various provisions concerning collective agreement decrees and the construction industry.

In respect of collective agreement decrees, the bill mainly amends the Act respecting collective agreement decrees and the Act respecting labour standards.

The bill entrusts the Minister of Labour with the responsibility of enacting the amendments made to a collective agreement decree following an application by a parity committee or any contracting party. It also grants the Minister the power to approve the regulations made by parity committees and to amend or repeal them.

The purpose of the bill is also to regulate and standardize the process for the non-renewal of a decree, by providing that the employer contracting party or union contracting party may prevent such a renewal by means of a notice sent to the Minister during the sixth month preceding the date on which the decree ends.

In addition, a regulatory power is introduced into the Act respecting labour standards in order to allow the Government to establish sector-based labour standards applicable to all employers and employees in a trade, industry, commerce or occupation that would have been covered by a decree had it not expired.

The bill provides that the Minister must take into consideration the representativeness of employers' and union associations or of groups of such associations before recommending that the Government order that a collective agreement respecting a given trade, industry, commerce or occupation be binding on all the employees and professional employers in Québec or in a stated region. It also prescribes that the Minister must make sure that such representativeness exists before amending a collective agreement decree. In addition, the bill authorizes the Minister to establish directives promoting the sound governance of parity committees, particularly as regards inspection.

In terms of streamlining, the bill proposes to eliminate the obligation for the Minister to publish, in newspapers, a notice of receipt for applications aimed at having the Government order that a collective agreement or applications for an amendment to a

collective agreement decree be extended. The bill also withdraws the obligation for parity committees to send the Minister certain documents annually, including their budgetary estimates and audited financial statements. Finally, it eliminates the obligation for parity committees to be recognized as training mutuels in order to participate in workforce skills development and use the subsidies they receive for that purpose.

As regards the construction industry, the bill mainly amends the Act respecting labour relations, vocational training and workforce management in the construction industry and the Act respecting occupational health and safety. It further details provisions in those Acts in order to clarify the conditions of employment, benefits and other rules applicable to health and safety representatives who perform duties on a construction site.

The bill determines the necessary conditions, during the start-of-work and work-completion phases on certain construction sites, for the deployment or withdrawal of full-time health and safety representatives and health and safety coordinators. It excludes from the conditions to be taken into account with respect to the designation of such persons the condition which concerns the total cost of the work. The bill introduces the obligation, for principal contractors, to notify representative associations of the necessity of designating a full-time health and safety representative on a construction site.

The purpose of the bill is also to exclude from the scope of the Act respecting labour relations, vocational training and workforce management in the construction industry work done by permanent employees hired directly by the Société des établissements de plein air du Québec, housing cooperatives or non-profit housing organizations.

The bill confers on the Government the power to implement pilot projects relating to any matter governed by the Act respecting labour relations, vocational training and workforce management in the construction industry or by one of the regulations in order to study, improve or define standards applicable in those matters.

The bill enables the Commission de la construction du Québec to establish, by regulation, a complementary preventive withdrawal plan for pregnant or breastfeeding construction workers in addition to the existing protective re-assignment program already in place under the Act respecting occupational health and safety. It entrusts the Commission des normes, de l'équité, de la santé et de la sécurité du travail with the administration of the complementary preventive

withdrawal plan and provides that the terms governing its management are to be determined under an agreement between the two commissions.

The bill enables the Commission de la construction du Québec to provide for cases in which it may grant a temporary work authorization in order to grant its holder, subject to the conditions stipulated in that authorization, the same rights and obligations as those of the holder of a competency certificate or of the recipient of an exemption to hold such a certificate. It also enables the Commission, in that respect, to determine the criteria applicable to the issue, renewal, reinstatement or cancellation of such authorizations.

Lastly, the bill makes consequential amendments and contains transitional and final provisions.

LEGISLATION AMENDED BY THIS BILL:

- Act respecting industrial accidents and occupational diseases (chapter A-3.001);
- Act respecting collective agreement decrees (chapter D-2);
- Act respecting labour standards (chapter N-1.1);
- Act respecting labour relations, vocational training and workforce management in the construction industry (chapter R-20);
- Act respecting occupational health and safety (chapter S-2.1).

REGULATIONS AMENDED BY THIS BILL:

- Decree respecting security guards (chapter D-2, r. 1);
- Decree respecting the cartage industry in the Québec region (chapter D-2, r. 3);
- Decree respecting solid waste removal in the Montréal region (chapter D-2, r. 5);
- Decree respecting the automotive services industry in the Arthabaska, Granby, Sherbrooke and Thetford Mines regions (chapter D-2, r. 6);

- Decree respecting the automotive services industry in Chapais, Chibougamau, Lac Saint-Jean and Saguenay (chapter D-2, r. 7);
- Decree respecting the automotive services industry in the Drummond and the Mauricie regions (chapter D-2, r. 8);
- Decree respecting the automotive services industry in the Lanaudière-Laurentides regions (chapter D-2, r. 9);
- Decree respecting the automotive services industry in the Montréal region (chapter D-2, r. 10);
- Decree respecting the automotive services industry in the Québec and Lévis regions (chapter D-2, r. 11);
- Decree respecting the installation of petroleum equipment (chapter D-2, r. 12);
- Decree respecting building service employees in the Montréal region (chapter D-2, r. 15);
- Decree respecting building service employees in the Québec region (chapter D-2, r. 16);
- Decree respecting personnel in the traffic control industry in Québec (chapter D-2, r. 16.1);
- Regulation respecting prevention mechanisms specific to construction sites (chapter S-2.1, r. 8.2).

Bill 27

AN ACT TO AMEND VARIOUS PROVISIONS CONCERNING COLLECTIVE AGREEMENT DECREES AND THE CONSTRUCTION INDUSTRY

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

CHAPTER I

COLLECTIVE AGREEMENT DECREES AND SECTOR-BASED LABOUR STANDARDS

DIVISION I

COLLECTIVE AGREEMENT DECREES

ACT RESPECTING COLLECTIVE AGREEMENT DECREES

1. Section 5 of the Act respecting collective agreement decrees (chapter D-2) is amended

- (1) by striking out the second sentence of the first paragraph;
- (2) by striking out “for the publication of the notice in the newspapers and” in the second paragraph;
- (3) by striking out the third paragraph.

2. Section 6 of the Act is amended by adding the following subparagraph at the end of the first paragraph:

“(3) that the application enjoys consensus among the employers’ and union associations or groups of employers’ and union associations that the Minister considers to be representative of the trade, industry, commerce or occupation concerned.”

3. Section 6.1 of the Act is amended

- (1) by replacing the first paragraph by the following paragraphs:

“A committee or any contracting party may apply to the Minister to have amendments made to a decree.

Sections 4 to 6 apply, with the necessary modifications, to applications for amendment.

The Minister may require that the committee, the contracting parties or their members provide him with any information or document he considers necessary for his assessment of the application.

The translation costs of the notice and draft decree referred to in section 5 shall be borne by the committee.

For the purposes of subparagraph 3 of the first paragraph of section 6, the employer and union contracting parties of the trade, industry, commerce or occupation constitute the representative associations or groups of associations.”;

(2) by replacing “Ces articles” in the second paragraph in the French text by “Les articles 4 à 6”.

4. Section 6.2 of the Act is amended by striking out the second paragraph.

5. Section 6.3 of the Act is replaced by the following sections:

“6.3. The Minister must, before denying an application for amendment or revising a decree under section 6.2, inform the committee and, if applicable, the contracting party who made the application of his intention and of the reasons on which it is based, and give them the opportunity to present observations and produce documents.

“6.4. Where an amendment to the scope of a decree has the effect of extending it, the Minister shall consult every other minister concerned by the amendment before amending or revising the decree.

“6.5. The Minister enacts the amendments or the revisions made to a decree in accordance with section 6.1 or 6.2.”

6. Section 8 of the Act is replaced by the following sections:

“8. The employer contracting party or the union contracting party may send, in writing, a notice of non-renewal of the decree to the Minister, to the other contracting party and to the committee, during the sixth month preceding the date on which the decree ceases to have effect or during the same month of any subsequent year.

The decree ceases to be in force one year after the publication of a notice of the Minister to that effect in the *Gazette officielle du Québec*.

The committee shall inform the professional employers without delay of the publication of the Minister's notice and disseminate it on its website. The professional employers shall inform their employees without delay of the contents of the notice.

No application to amend a decree may be sent to the Minister after the receipt of a notice of non-renewal.

For the purposes of this section, "contracting party" means, as applicable, all the groups constituting the employer contracting party or all the groups constituting the union contracting party.

“8.1. The Government may, on the recommendation of the Minister, repeal the decree or, in accordance with section 6, amend it.

However, the Minister must, before recommending the repeal or amendment of the decree, inform the contracting parties or the committee of his intention and of the reasons on which it is based, and give them the opportunity to present observations and produce documents. He must also, before recommending the repeal of the decree, ask the Comité consultatif du travail et de la main-d'œuvre referred to in section 12.1 of the Act respecting the Ministère du Travail (chapter M-32.2) to give its opinion on the repeal of the decree and indicate to the Comité the period within which the opinion must be formulated.”

7. Section 18 of the Act is amended by inserting “the attendance allowance to which its members are entitled in addition to their actual travelling expenses,” after “replacing,” in the first paragraph.

8. Section 19 of the Act is amended

(1) by replacing “transmitted to the Minister and are approved, with or without amendment by the Government” in the first paragraph by “approved, with or without amendment, by the Minister”;

(2) by replacing the fifth paragraph by the following paragraph:

“Every amendment to the regulations shall likewise be approved, with or without amendment, by the Minister.”

9. Section 20 of the Act is amended by replacing the first two paragraphs by the following paragraphs:

“The Minister may make general regulations concerning the regulations that a committee may make. However, the Minister must, before making such a regulation, ask the Comité consultatif du travail et de la main-d'œuvre referred to in section 12.1 of the Act respecting the Ministère du Travail (chapter M-32.2)

to give its opinion on the general regulations and indicate to the Comité the period within which the opinion must be formulated.

Despite section 17 of the Regulations Act (chapter R-18.1), the general regulations come into force on the date of their publication in the *Gazette officielle du Québec* or on any later date fixed therein.”

10. The Act is amended by inserting the following section after section 20:

“**20.1.** The Minister may establish directives aimed at promoting the sound governance of the committees and at improving their administrative practices, in particular as regards inspection, and shall make the directives public.

A directive is binding on the committees from the date fixed therein.”

11. Section 21 of the Act is replaced by the following section:

“**21.** The Minister may make a regulation to amend or repeal any regulation of the committee that is in force or any provision contained in such a regulation.

However, the Minister must, before amending or repealing a regulation of the committee, inform the committee of his intention and of the reasons on which it is based, and give the committee the opportunity to present observations and produce documents. He must also, before repealing a regulation of the committee, consult the Comité consultatif du travail et de la main-d’œuvre referred to in section 12.1 of the Act respecting the Ministère du Travail (chapter M-32.2) and indicate to the Comité the period within which its opinion must be formulated.

Despite section 17 of the Regulations Act (chapter R-18.1), such a regulation comes into force on the date of its publication in the *Gazette officielle du Québec* or on any later date fixed therein.”

12. Section 22 of the Act is amended, in the second paragraph,

(1) by striking out “approved by the Government and published in the *Gazette officielle du Québec*,” in subparagraph *g* and “approved by the Government and published in the *Gazette officielle du Québec*” in subparagraph *h*;

(2) by striking out “approved by the Government and published in the *Gazette officielle du Québec*” and subparagraph 5 in subparagraph *i*;

(3) by striking out subparagraph *l*;

(4) by striking out “approved with or without amendment by the Government and published in the *Gazette officielle du Québec*” in subparagraphs *n* and *o*;

(5) by inserting “and use the subsidies paid to the committee for that purpose, including” after “in workforce skills development” in subparagraph *g*;

(6) by replacing subparagraph *r* by the following subparagraph:

“(r) by regulation, apply, as a training mutual, only the other following modes of financing for workforce skills development:

(1) levy from the professional employer an amount not exceeding 1/2% of their total payroll calculated in accordance with section 4 of the Act to promote workforce skills development and recognition; such a regulation does not apply to professional employers exempted under that Act or under the committee regulation;

(2) determine the fees payable, including any exemptions, for the use of the services offered by the committee for that purpose.”

13. The Act is amended by inserting the following section after section 22:

“**22.1.** All regulations made by a committee under section 22 are approved, with or without amendment, by the Minister. The same applies to the amendments made to the regulations.”

14. Section 23 of the Act is amended by replacing the first three paragraphs by the following paragraphs:

“Each year, the committee must prepare its budgetary estimates, its audited financial statements, a status report concerning each of the funds it administers, any document pertaining to a transfer of funds and an annual report.

The budgetary estimates and audited financial statements must present the revenues and expenditures related to workforce skills development separately, if applicable.”

15. Section 28.2 of the Act is amended by replacing “The Government may, by regulation,” by “The Minister may make a regulation to”.

DIVISION II

SECTOR-BASED LABOUR STANDARDS

ACT RESPECTING LABOUR STANDARDS

16. The heading of Division VIII.1 of Chapter IV of the Act respecting labour standards (chapter N-1.1) is replaced by the following heading:

“LABOUR STANDARDS IN A TRADE, INDUSTRY, COMMERCE OR OCCUPATION GOVERNED BY A DECREE”.

17. Section 92.1 of the Act is amended

(1) by replacing the introductory clause of the first paragraph by the following:

“**92.1.** Where a decree ceases to be in force, the Government may, by regulation, after consulting with the Commission and the employees’ and employers’ associations most representative of the trade, industry, commerce or occupation that was covered by the decree, fix in respect of all employers and employees that would have been covered by the decree had it not expired, labour standards respecting the following matters:”;

(2) by replacing “The regulation” in the second paragraph by “A regulation”.

18. Section 92.3 of the Act is repealed.

DIVISION III

MISCELLANEOUS REGULATORY AMENDMENTS

19. Section 9.01 of the Decree respecting security guards (chapter D-2, r. 1), section 27.01 of the Decree respecting the cartage industry in the Québec region (chapter D-2, r. 3), section 13.01 of the Decree respecting solid waste removal in the Montréal region (chapter D-2, r. 5), section 14.01 of the Decree respecting the automotive services industry in the Arthabaska, Granby, Sherbrooke and Thetford Mines regions (chapter D-2, r. 6), section 13.01 of the Decree respecting the automotive services industry in Chapais, Chibougamau, Lac Saint-Jean and Saguenay (chapter D-2, r. 7), section 12.01 of the Decree respecting the automotive services industry in the Drummond and the Mauricie regions (chapter D-2, r. 8), section 13.01 of the Decree respecting the automotive services industry in the Lanaudière-Laurentides regions (chapter D-2, r. 9), section 14.01 of the Decree respecting the automotive services industry in the Montréal region (chapter D-2, r. 10), section 13.01 of the Decree respecting the automotive services industry in the Québec and Lévis regions (chapter D-2, r. 11), section 12.01 of the Decree respecting the installation of petroleum equipment (chapter D-2, r. 12), section 14.01 of the Decree respecting building service employees in the Montréal region (chapter D-2, r. 15), section 13.01 of the Decree respecting building service employees in the Québec region (chapter D-2, r. 16) and section 49 of the Decree respecting personnel in the traffic control industry in Québec (chapter D-2, r. 16.1) are amended by replacing the second sentence by the following sentence: “It is then renewed automatically from year to year thereafter, unless a notice of non-renewal was sent to the Minister in the manner provided for in section 8 of the Act respecting collective agreement decrees (chapter D-2).”

CHAPTER II
CONSTRUCTION INDUSTRY

DIVISION I
PARTIAL REOPENING OF JOB SITES

**ACT RESPECTING LABOUR RELATIONS, VOCATIONAL
TRAINING AND WORKFORCE MANAGEMENT IN THE
CONSTRUCTION INDUSTRY**

20. Section 7.5 of the Act respecting labour relations, vocational training and workforce management in the construction industry (chapter R-20) is amended by inserting “, to the extent it indicates,” after “The Commission may”.

DIVISION II
EXCLUSION OF CERTAIN WORK FROM THE SCOPE OF THE ACT

**ACT RESPECTING LABOUR RELATIONS, VOCATIONAL
TRAINING AND WORKFORCE MANAGEMENT IN THE
CONSTRUCTION INDUSTRY**

21. Section 19 of the Act respecting labour relations, vocational training and workforce management in the construction industry (chapter R-20) is amended by replacing subparagraph 8 of the first paragraph by the following subparagraph:

“(8) maintenance, renovation, repair and alteration work done by permanent employees or by employees temporarily replacing them, who are, in either case, hired directly by one of the following employers:

- i. metropolitan communities and municipalities;
- ii. the education and higher education sector employers to which the Act respecting the negotiation and determination of conditions of employment requiring national coordination in particular in the public and parapublic sectors (chapter N-0.1) applies;
- iii. Santé Québec and the public institutions governed by the Act respecting health services and social services for the Inuit and Naskapi (chapter S-4.2) or by the Act respecting health services and social services for Cree Native persons (chapter S-5);
- iv. the housing bureaus governed by the Act respecting the Société d’habitation du Québec (chapter S-8);

v. the housing cooperatives and non-profit housing organizations that are legal persons governed by Division III.2 of Part III of the Companies Act (chapter C-38) or by subdivision 2 of Division I of Chapter IV of Title II of the Cooperatives Act (chapter C-67.2); and

vi. the Société des établissements de plein air du Québec;”.

DIVISION III

HEALTH AND SAFETY REPRESENTATIVE ON A CONSTRUCTION SITE

ACT RESPECTING LABOUR RELATIONS, VOCATIONAL TRAINING AND WORKFORCE MANAGEMENT IN THE CONSTRUCTION INDUSTRY

22. The Act respecting labour relations, vocational training and workforce management in the construction industry (chapter R-20) is amended by inserting the following section after section 90:

“**90.1.** When exercising functions on a construction site on which the work is subject to this Act, a health and safety representative designated under section 209 or section 212.1 of the Act respecting occupational health and safety (chapter S-2.1) is deemed to carry out construction work under this Act if they hold a journeyman competency certificate or an occupation competency certificate issued by the Commission.

To exercise the functions of a health and safety representative on a construction site on which the work is subject to this Act, a person must not have been convicted, in the five preceding years, of a penal or criminal offence related to such functions, unless the person has obtained a pardon.”

ACT RESPECTING OCCUPATIONAL HEALTH AND SAFETY

23. Section 204 of the Act respecting occupational health and safety (chapter S-2.1) is amended by adding the following paragraph at the end:

“However, in the case of a construction site on which it is foreseen that activities will occupy at least 100 construction workers simultaneously at a stage of the work, the obligation to form a job-site committee applies only for the period during which health and safety representatives and health and safety coordinators are required under sections 212.1 and 215.1.”

24. Section 212.1 of the Act is amended

(1) by striking out “or that the total cost of the work will exceed \$12,000,000” in the first paragraph;

(2) by inserting the following paragraph after the first paragraph:

“The designation of health and safety representatives is then only required from the moment at least 10 construction workers are present on the construction site. Health and safety representatives continue to be required until the work is completed, except during the work completion period where the following conditions are met:

(1) fewer than 10 construction workers are present on the site; and

(2) it is foreseen that, until the work is completed, there will never be 10 or more construction workers present on the site.”;

(3) by adding the following sentence at the end of the third paragraph: “The latter must notify all representative associations that the activities on the construction site will entail the designation of one or more health and safety representatives.”;

(4) by striking out the fourth paragraph.

25. Section 215 of the Act is replaced by the following section:

“215. To exercise the functions of a health and safety representative on a construction site on which the work is not subject to the Act respecting labour relations, vocational training and workforce management in the construction industry (chapter R-20), a person must not have been convicted, in the five preceding years, of a penal or criminal offence related to such functions, unless the person has obtained a pardon.”

26. Section 215.1 of the Act is amended

(1) by striking out “or that the total cost of the work will exceed \$12,000,000” and “, as soon as work begins,” in the first paragraph;

(2) by inserting the following paragraph after the first paragraph:

“The designation of health and safety coordinators is then only required from the moment at least 10 construction workers are present on the construction site. Health and safety coordinators continue to be required until the work is completed, except during the work completion period where the following conditions are met:

(1) fewer than 10 construction workers are present on the site; and

(2) it is foreseen that, until the work is completed, there will never be 10 or more construction workers present on the site.”;

(3) by striking out the fourth paragraph.

REGULATION RESPECTING PREVENTION MECHANISMS SPECIFIC TO CONSTRUCTION SITES

27. Section 12 of the Regulation respecting prevention mechanisms specific to construction sites (chapter S-2.1, r. 8.2) is amended

- (1) by inserting “construction” before “workers present”;
- (2) by replacing “10 to” in paragraph 1 by “up to”.

28. Sections 13 and 16 of the Regulation are amended

- (1) by inserting “construction” before “workers present”;
- (2) by replacing “100 to” in paragraph 1 by “up to”.

DIVISION IV

NOTIFICATION OF CLAIMS

ACT RESPECTING LABOUR RELATIONS, VOCATIONAL TRAINING AND WORKFORCE MANAGEMENT IN THE CONSTRUCTION INDUSTRY

29. Section 122 of the Act respecting labour relations, vocational training and workforce management in the construction industry (chapter R-20) is amended by replacing the third paragraph of subsection 1 by the following paragraph:

“However, notification of a claim by the Commission to an employer interrupts prescription for the amount of the claim and, in such a case, the action is again prescribed by six months from the sending of the notification. No subsequent notification transmitted in respect of the same claim shall have the effect of interrupting prescription.”

DIVISION V

POWERS OF THE COMMISSION DE LA CONSTRUCTION DU QUÉBEC

ACT RESPECTING LABOUR RELATIONS, VOCATIONAL TRAINING AND WORKFORCE MANAGEMENT IN THE CONSTRUCTION INDUSTRY

30. Section 80.3 of the Act respecting labour relations, vocational training and workforce management in the construction industry (chapter R-20) is amended by adding the following paragraph at the end:

“The same applies where, in the context of the application of a complementary preventive withdrawal plan for workers who are pregnant or breastfeeding, a person believes they have been wronged by a decision of the Commission des normes, de l'équité, de la santé et de la sécurité du travail rendered pursuant to a regulation made by the Commission de la construction du Québec under subparagraph 13.4 of the first paragraph of section 123.1.”

31. The Act is amended by inserting the following section after section 85.7:

“85.8. Where the Commission issues a temporary work authorization, this authorization grants the holder, subject to the conditions determined by the Commission and in accordance with the type of authorization issued, the same rights and obligations as those of the holder of a competency certificate or of the recipient of an exemption to hold such a certificate.

The provisions of this Act applicable to such a holder or recipient also apply, with the necessary modifications, to the holder of a temporary work authorization.”

32. Section 123.1 of the Act is amended

(1) by inserting the following subparagraph after subparagraph 9 of the first paragraph:

“(9.1) provide for the cases in which it may grant a temporary work authorization that is equivalent to a competency certificate or to an exemption to hold such a certificate and determine, as the case may be, the criteria applicable to the issue, renewal, reinstatement and cancellation of such an authorization and the related conditions;”;

(2) by inserting the following subparagraph after subparagraph 13.3 of the first paragraph:

“(13.4) establish a complementary preventive withdrawal plan for pregnant or breastfeeding workers for the periods during which such a worker cannot avail themselves of the rights contemplated in sections 40, 41, 46 and 47 of the Act respecting occupational health and safety (chapter S-2.1), provide for how

the plan is to be funded and managed, set out the terms and conditions governing the application of the plan and determine the powers and duties of the Commission des normes, de l'équité, de la santé et de la sécurité du travail and of the Administrative Labour Tribunal as well as the rights and obligations of any person, partnership or entity concerned;"

(3) by inserting the following paragraph after the third paragraph:

"A complementary preventive withdrawal plan for pregnant or breastfeeding workers, established by a regulation made under subparagraph 13.4 of the first paragraph, is administered by the Commission des normes, de l'équité, de la santé et de la sécurité du travail. The latter determines, by agreement with the Commission, the terms governing the management of the supplemental plan."

DIVISION VI

PILOT PROJECTS IN THE CONSTRUCTION INDUSTRY

ACT RESPECTING LABOUR RELATIONS, VOCATIONAL TRAINING AND WORKFORCE MANAGEMENT IN THE CONSTRUCTION INDUSTRY

33. The Act respecting labour relations, vocational training and workforce management in the construction industry (chapter R-20) is amended by inserting the following section after section 126.0.2:

"126.0.3. The Government may, by regulation, authorize the implementation of a pilot project relating to any matter governed by this Act or the regulations, to study, improve or define standards applicable in those matters. Any pilot project must be in line with the objectives pursued by this Act.

The Government shall determine the standards, obligations and sanctions applicable within the framework of a pilot project, which may differ from those provided for by this Act or the regulations. The Government shall also determine the monitoring and reporting mechanisms applicable within the framework of a pilot project as well as the information that is necessary for the purposes of those mechanisms and that must be sent to the Government or to the Minister, as applicable, by any person, association, partnership or other entity, including a minister or one of the bodies under the latter's responsibility.

The Government may also determine, among the provisions of a regulation made under the first paragraph, those whose violation constitutes an offence, and fix the minimum and maximum fines to which any offender is liable.

A pilot project is established for a maximum of three years, which the Government may extend by up to one year. The Government may modify or terminate a pilot project at any time.

The Minister may enter into agreements with any person, association, partnership or other entity to ensure the implementation of pilot projects.”

CHAPTER III

TRANSITIONAL AND FINAL PROVISIONS

34. Despite section 8 of the Act respecting collective agreement decrees (chapter D-2), as enacted by section 6 of this Act, one of the contracting parties mentioned in the Decree respecting the installation of petroleum equipment (chapter D-2, r. 12) may oppose the renewal of the decree during the month of August 2026, while the employer party or the union party mentioned in the Decree respecting building service employees in the Québec region (chapter D-2, r. 16) may oppose the renewal of the decree during the month of July 2026.

35. The provisions of this Act come into force on (*insert the date of assent to this Act*), except those of sections 22 to 28, which come into force on the first day of the monthly period of work provided for in the third paragraph of section 12 of the Regulation respecting the register, monthly report, notices from employers and the designation of a representative (chapter R-20, r. 11) of the third month following (*insert the date of assent to this Act*).

