



NATIONAL ASSEMBLY

FIRST SESSION

FORTIETH LEGISLATURE

Bill 499

An Act to amend the Act respecting labour standards to prohibit clauses providing for differences in treatment based on hiring date as regards supplemental pension plans and group insurance plans

Introduction

**Introduced by
Mr. Amir Khadir
Member for Mercier**

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EXPLANATORY NOTES

The purpose of this bill is to prohibit difference in treatment clauses as regards supplemental pension plans and group insurance plans. It strengthens the Act respecting labour standards by specifying that differences in treatment are prohibited as regards all employee benefits granted to employees performing the same tasks in the same establishment.

LEGISLATION AMENDED BY THIS BILL:

- Act respecting labour standards (chapter N-1.1).

Bill 499

AN ACT TO AMEND THE ACT RESPECTING LABOUR STANDARDS TO PROHIBIT CLAUSES PROVIDING FOR DIFFERENCES IN TREATMENT BASED ON HIRING DATE AS REGARDS SUPPLEMENTAL PENSION PLANS AND GROUP INSURANCE PLANS

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

1. The Act respecting labour standards (chapter N-1.1) is amended by inserting the following section after section 87.3:

“87.4. No agreement or decree may operate to grant an employee, solely on the basis of the employee’s hiring date, a less advantageous supplemental pension plan, group insurance plan or employee benefit than that granted to other employees performing the same tasks in the same establishment.”

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

