

Quebec Employment Standards & Regulations	
Minimum Wage	<p>\$9.90 per hour.</p> <p>Note: Minimum wage is \$8.90 per hour for employees receiving tips.</p>
Call-in Pay	3 hours at regular wage.
Overtime Hours	<p>In excess of 40 hours per week.</p> <p>Note: Certain jobs are exempt from overtime entitlements, including senior managerial personnel.</p>
Overtime Pay	1 ½ times the regular rate of pay or a leave of an equivalent duration of overtime hours worked, increased by 50% in lieu of overtime pay (i.e. 7 hours = 10 hours 30 min.).
Leaves of Absence	
Maternity Leave	<p>Up to 18 continuous weeks of unpaid leave.</p> <p>Note: Parental leave may be added to maternity leave.</p> <p>Note: Subject to some exceptions, this leave is available to all pregnant employees regardless of length of employment.</p>
Parental Leave	<p>52 weeks of unpaid leave.</p> <p>Note: Available to both biological and adoptive parents.</p> <p>Note: Parental leave is in addition to the maternity and paternity leaves.</p> <p>Note: Subject to some exceptions, employees are entitled to this leave regardless of length of employment.</p>
Paternity Leave	<p>5 weeks of unpaid leave.</p> <p>Note: Parental leave may be added to paternity leave but is not available to the mother (who is entitled to maternity leave).</p> <p>Note: Subject to some exceptions, employees are entitled to this leave regardless of length of employment.</p>
Birth, Adoption, or Termination of Pregnancy	<p>Up to 5 days of leave (2 days paid if the employee has been with the employer for at least 60 days).</p> <p>Note: The employee must take the leave in the 15 days following the child's arrival at home or the termination of pregnancy.</p>

	<p>Note: Subject to some exceptions, employees are entitled regardless of length of employment.</p>
Family Care Leave	<p>Short-Term Absence</p> <p>10 days of unpaid leave per year to fulfill obligations related to the care, health or education of the employee's child or the child of the employee's spouse or due to the state of health of the employee's spouse, parent, sibling or grandparent.</p> <p>Note: Subject to some exceptions, employees are entitled regardless of length of employment.</p> <p>Extended Absence</p> <p>Up to 12 weeks of unpaid leave per year if the employee's presence is required owing to a serious accident or serious illness involving the employee's child, spouse, child of spouse, parent, step-parent, sibling or grandparent.</p> <p>Note: Available to employees with at least 3 months of service with the same employer.</p> <p>Note: An unpaid extension of up to 104 weeks available if the employee's minor child suffers from a potentially fatal serious illness or if the employee's presence is required to care for a minor child who was the victim of a crime.</p>
Sickness, Accident and Organ/Tissue Donation Leave	<p>Up to 26 weeks of unpaid leave per year if employee is sick, the victim of an accident, or has donated an organ or tissue donation.</p> <p>An unpaid extension of up to 104 weeks is available if the employee suffered serious injuries following a crime.</p> <p>Note: Available to employees with at least 3 months of uninterrupted service with the same employer.</p> <p>Note: The employee cannot benefit from these leaves if the absence is recognized as an employment injury related to industrial accidents and occupational diseases.</p>
Bereavement Leave	<p>5 days of leave (1 day paid) upon death of employee's spouse, child, child of employee's spouse, parent or sibling.</p> <p>1 day unpaid leave upon death of employee's son or daughter in-law, grandparents, grandchildren, or father/mother of the employee's spouse or brother/sister of employee's spouse.</p> <p>Note: With some exceptions, employees are entitled regardless of length of employment. Employees in the clothing industry have different bereavement leave entitlements.</p>

<p>Wedding or Civil Union Leave</p>	<p>1 day with pay if it is employee's wedding or civil union.</p> <p>1 day without pay if it is the wedding or civil union of employee's child, parent, sibling or child of the employee's spouse.</p> <p>Note: If the employee does not usually work on the day of the wedding or civil union, the employer does not have to grant the employee paid leave.</p> <p>Note: With some exceptions, employees are entitled regardless of length of employment.</p>
<p>Suicide Leave</p>	<p>Up to 52 weeks of unpaid leave in the case of a suicide of a spouse or child of an employee.</p> <p>Note: With some exceptions, employees are entitled regardless of length of employment.</p>
<p>Victim of Crime Leave</p>	<p>Up to 52 weeks of unpaid leave following the disappearance of an employee's minor child.</p> <p>Up to 104 weeks of unpaid leave if spouse or child of employee dies as a result of a crime or the employee or the employee's minor child suffers serious injuries as the result of a crime.</p> <p>Note: Employee entitled regardless of length of employment.</p>
<p>Reservists Leave</p>	<p>Up to 18 months of unpaid leave for a Canadian Forces Reservist for purpose of providing service in connection with certain operations.</p> <p>Note: To be eligible, the employee must have at least 12 months of continuous service prior to taking the leave.</p>
<p>Jury Leave</p>	<p>Unpaid leave (not limited in duration) for jury duty.</p> <p>Note: Jury leave may be paid if provided for in a collective agreement or other employment contract.</p> <p>Note: Employee entitled regardless of length of employment.</p>
<p>Vacation Time</p>	<p>Less than 1 year of employment: 1 day per month, not to exceed 2 weeks.</p> <p>1 to 5 years of employment: 2 weeks per year.</p> <p>After 5 years of employment: 3 weeks per year.</p>
<p>Vacation Pay</p>	<p>First 5 years of employment: 4% of annual wages.</p> <p>After 5 years of employment: 6% of annual wages.</p>

	Note: Different vacation time and pay standards apply to employees of the clothing industry.	
Statutory Holidays	<p>New Year's Day</p> <p>Good Friday or Easter Monday (employer's choice)</p> <p>National Patriots' Day (Monday preceding May 25th)</p> <p>National Holiday (June 24th)</p> <p>July 1 (or if this day falls on a Sunday, July 2nd)</p> <p>Labour Day</p> <p>Thanksgiving</p> <p>Christmas Day</p>	
Statutory Holiday Pay	<p>If not worked: An indemnity equal to 1/20 of the wages earned during the 4 complete weeks prior to the week of the holiday, excluding overtime.</p> <p>If worked: Wages for work done plus an indemnity (as calculated above) or employer must grant the employee a compensatory holiday.</p>	
Notice of Termination by Employer	Length of Service	Required Notice
	Less than 3 months	None
	3 months to 1 year	1 week
	1 to 5 years	2 weeks
	5 to 10 years	4 weeks
	10 years or more	8 weeks
	<p>Note: If the employee does not receive notice of termination or receives termination within a period of insufficient length, the employer must pay the employee a compensatory indemnity equal to the wages that the employee would normally have earned between the date when the notice should have been given and the date employment ends, excluding overtime.</p> <p>Note: When terminating 10 or more employees of the same establishment over a period of 2 consecutive months or layoff at least 10 employees of the same establishment for more than 6 months, a collective dismissal is triggered requiring the employer to meet more onerous notice of termination requirements and other regulatory.</p>	

Temporary Layoffs	Up to 6 months after which time the employee is entitled to notice of termination.
Record Keeping	<p>Retain records for 3 years after work performed.</p> <p>Note: Other agencies, such as the Canada Revenue Agency, may require employers to keep different types of records for different lengths of time.</p>
Some Posting Requirements	<p>Employers must post the following in the workplace:</p> <ul style="list-style-type: none"> • Notices visible to the persons using the place or business indicating the areas where smoking is prohibited, • Notice of any collective dismissals of 10 employees within 2 months, and • Any document the Commission furnishes to the employer concerning labour standards.

*** Last updated May 2012 ***