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# NATIONAL ASSEMBLY

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FIRST SESSION

THIRTY-SEVENTH LEGISLATURE

Bill 198

**An Act to amend the Act respecting  
labour standards**

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**Introduction**

**Introduced by  
Madam Sylvie Roy  
Member for Lotbinière**

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## **EXPLANATORY NOTES**

*This bill amends the Act respecting labour standards to enable employees who believe they have been dismissed, suspended or transferred or that discrimination has been practiced or reprisals taken against them on the ground that they denounced poor care given to a user as part of the health or social services provided in a health care institution, to assert their rights before the Commission des relations du travail.*

# Bill 198

## AN ACT TO AMEND THE ACT RESPECTING LABOUR STANDARDS

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

**1.** Section 1 of the Act respecting labour standards (R.S.Q., chapter N-1.1) is amended by inserting the following paragraph after paragraph 7:

“(7.1) “health care institution” means any person or partnership that provides health services and social services in

(a) a centre referred to in section 79 of the Act respecting health services and social services (chapter S-4.2); or

(b) a private residence providing certain services of the kind provided by a centre referred to in subparagraph a;”.

**2.** The said Act is amended by inserting the following section after section 122.2:

“**122.3.** No employer or his agent may dismiss, suspend or transfer an employee or practice discrimination or take reprisals against him on the ground that the employee denounced poor care given to a user as part of the health or social services provided in a health care institution.”

**3.** Section 123.1 of the said Act is amended by adding “or section 122.3” after “122.1” in the first paragraph.

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

