COMPLIANCE
IN THE CONSTRUCTION INDUSTRY

VÉRIFICATION
ENQUÊTE

The Commission de la construction du Québec (CCQ) oversees application of the *Act Respecting Labour Relations, Vocational Training and Workforce Management in the Construction Industry* (Act R-20), the related regulations, and the collective agreements in force in the industry's different sectors.

Respect for the rules ensures fair competition and a healthy climate on construction sites.

THE CCQ'S POWERS

ACT R-20 GRANTS THE CCQ A NUMBER OF POWERS, INCLUDING:

- At any reasonable hour, to enter the premises of a construction site or employers' offices
- To require all people concerned, including workers, to provide all information or documents requested related to construction work
- To recommend legal action to the Directeur des poursuites criminelles et pénales when a worker commits an infraction of the Act, notably by not holding a competency certificate or working in the wrong trade
- To bring civil lawsuits, notably to recover wages not paid to workers
- To use its powers as commissioner and oblige individuals to appear and answer its questions during an audit or investigation

TO WORK ON CONSTRUCTION SITES COVERED BY ACT R-20, YOU MUST:

- Hold a valid competency certificate and have it in your possession when you are working on a construction site
- Work in the trade recorded on your competency certificate
- Be a member of the union association of your choice
- Respect the rules governing the industry, notably with regard to training and compliance with the collective agreements
- Ensure that your hours worked are declared. You may do this by consulting your hours file in the CCQ's online services

ARE YOU OWED MONEY BY AN EMPLOYER THAT IS NOT RESPECTING YOUR COLLECTIVE AGREEMENT?

You must submit a salary complaint to the CCQ. The salary complaint is the gateway to eligibility for the Compensation Fund for Employees in the Construction Industry (CFECI).

You can find all the information on this subject in the section “Report a Situation” at ccq.org.

QUESTIONS?

ccq.org | 1 888 842-8282

COMMISSION DE LA CONSTRUCTION DU QUÉBEC

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COMPLIANCE COUNTS! HOW?

Being in compliance means respecting the rules. Hours worked and paid in compliance with the rules established in the collective agreements has several positive effects for you in terms of:

- Advancing in your trade
- Taking advantage of your retirement and group insurance plans
- Protecting you from fines and sanctions

HOW CAN YOU MAKE SURE YOUR RIGHTS ARE RESPECTED?

- Keep a detailed record of your hours worked, for each employer, for each site
- Keep copies of your exchanges with your employers
- Notify the CCQ if you change address
- If you are an apprentice, make sure to keep your apprenticeship record book updated
- Keep your professional profile in the Carnet référence construction updated, to highlight your skills to potential employers

An employee who violates the provisions of a regulation or of Act R-20 is breaking the law and liable for a fine.

DO YOU SUSPECT IRREGULARITIES ON A CONSTRUCTION SITE?

- Cash is exchanging hands on a site
- Someone is working or practising a trade without a valid competency certificate
- There are too few journeypersons for the number of apprentices
- An employer doesn’t have a Régie du bâtiment du Québec (RBQ) licence or isn’t registered with the CCQ
- Workers are obtaining hours banks or are paid according to the area measurement of the work done
- Workers are paid in materials or various goods

TO MAKE A COMPLAINT, YOU CAN:

- Fill out the online form, available in the “Report a Situation” section at ccq.org
- Contact us at 514 593-3132 or 1 800 424-3512

Any complaint you make will be kept confidential.