

Fact Sheet

Ontario-Quebec Labour Mobility Agreement

Recognition by Quebec of Ontario Construction Workers

Ontario construction workers seeking employment in Quebec must have either their Ontario certification; or validation of their experience in a trade or specialized field plus proof of health and safety training, before registering with Quebec authorities.

With the exception of the small residential renovation sector, all construction workers must register with the Commission de la Construction du Québec (CCQ) in order to obtain a card showing their union membership. Additional documents may be required, such as proof of identification, T4 slip or pay stub, proof of residency such as a gas or telephone bill and proof of completion of a health and safety training course.

Ontario Construction Workers

Ontario construction workers belong to one of the following categories:

1. Certified in a compulsory ^[*] or voluntary trade. ^[**]
2. Registered apprentice in a compulsory or voluntary trade.
3. Uncertified, with
 - o experience in all aspects of a voluntary trade; or,
 - o experience in some aspects of a voluntary trade.

(Refer to fact sheet on Activities of Trades)

4. Certified workers or trainees in a trade regulated by the Technical Standards and Safety Authority (TSSA).
5. Workers seeking a job in one of Quebec's 40 semi-skilled occupations.
6. Uncertified workers and contractors who perform specialized construction work (install, repair or maintain products where a manufacturer's warranty is conditional upon being trained by a manufacturer or approved trainer).

(Refer to fact sheet on Specialized Construction Work)

[*] Workers in compulsory construction trades must be certified or registered as an apprentice in order to work in Ontario. Compulsory construction trades in Ontario are: Electrician, Sheet Metal Worker, Refrigeration and Air Conditioning Mechanic, Plumber, Steamfitter and Hoisting Engineer (crane operator).

[**] Workers in voluntary construction trades such as Carpenter, Painter or Roofer do not require certification or registration as an apprentice in order to work in Ontario.

Certified Workers in Compulsory or Voluntary Trades

1. Ontario construction workers who have a Provincial or Interprovincial [IP] (Red Seal) Certificate of Qualification from the Ministry of Advanced Education and Skills Development, (MAESD) in any Ontario compulsory or voluntary trade recognized in the 2006 Ontario-Quebec Construction Labour Mobility Agreement may work in Quebec with or without an Ontario employer.

(Appendix 1, Table 1 of the Agreement lists recognized trades and is attached to this fact sheet.)

2. Ontario workers holding a Certificate of Apprenticeship after completion of training in a recognized voluntary trade for which Ontario has no Provincial or Interprovincial Certification exam may work in Quebec as a journeyperson.
3. Ontario workers with a provisional confirmation of qualification from MAESD in a recognized voluntary trade may work in Quebec as a last period apprentice.
4. Ontario workers with a TSSA Certificate may also work in Quebec. (Refer to section 4 of this fact sheet)

NOTE: All Ontario workers who hold one of the trade certificates referred to in this Section meet Quebec's health and safety training requirement. These certificates are referred to in this fact sheet as "Ontario Certificates" unless otherwise specified.

Registered Apprentices

- Ontario construction workers with an Apprenticeship Identification Card in a compulsory or voluntary trade have to prove completion of a recognized health and safety training course upon registration with the CCQ.

(Appendix 5 of the Agreement lists recognized occupational health and safety training courses and providers and is attached to this fact sheet.)

- Registered apprentices must also obtain from MAESD documented proof of the number of completed hours in their apprenticeship program. The CCQ requires this official document upon registration in order to determine the applicable period of apprenticeship and corresponding wages.

Uncertified Workers

- Uncertified Ontario construction workers who have experience in all aspects of a voluntary trade and who wish to work in that trade in Quebec may apply to the MAESD to write their trade exam in order to obtain their Ontario or IP Certificate. Such workers may also become certified in Quebec by fulfilling the requirements set by the CCQ.
- Uncertified workers with experience in some aspects of a voluntary trade, and employed by an Ontario contractor seeking work in Quebec, may be evaluated by the MAESD in order to obtain a Trade Activity Card from the Jobs Protection Office (JPO).

(Refer to fact sheet on Activities of Trades)

Trades Regulated by the Technical Standards and Safety Authority (TSSA)

- Ontario workers with a TSSA Certificate of Qualification must register with the CCQ if they carry out construction work in Quebec.
- They may also have to present their Ontario Certificate(s) to the Ministère de l'Emploi et de la Solidarité Sociale (MESS), or to the Régie du bâtiment du Québec (RBQ) for work that involves boilers and pressure vessels, appliances, elevating devices, or equipment using gas, propane or petroleum.
- Apprentices have to provide training records and proof of completion of a recognized health and safety course.

Access to Occupations in Quebec

- Ontario construction workers seeking employment in one of the 40 semi-skilled

occupations in Quebec have to apply for a CCQ Occupation Card (or a CCQ card showing union membership if they already have their Ontario certification) by presenting:

- either their Ontario trade certification, or
- proof (T4s or pay stubs) of 750 or more hours of work experience in an occupation; or
- proof of occupational health and safety training, if the applicant has less than 750 hours of work experience.

(Appendix 4 of the Agreement lists the occupations that currently exist in Quebec's construction industry and is attached to this fact sheet.)

Specialized Construction Work

- Uncertified workers and contractors who perform specialized construction work should refer to the fact sheet on Specialized Construction Work for information on how and when to obtain a Specialized Construction Work Card.
- Construction work is **specialized** if:
 - It requires expertise on a particular construction technique or product; and,
 - The manufacturer's warranty for the technique or product is conditional upon all work being done by a person who has completed the manufacturer's compulsory training program.

Further Information

For further information regarding the application process to write an Ontario or IP trade exam, to be assessed in recognized trades activities, or to obtain written confirmation of apprenticeship hours already completed, contact:

Ministry of Advanced Education and Skills Development
Ottawa District Office
347 Preston Street, 3rd Floor
Ottawa, Ontario K1S 3H8

Tel: (613) 731-7100

Toll free: 1-877-221-1220

Fax: (613) 731-4160

For further information on TSSA certification, contact:

Technical Standards and Safety Authority
3300 Bloor Street West, 14th Floor
Centre Tower
Toronto, Ontario M8X 2X4

Tel: (416) 734-3300
Toll Free: 1-877-682-8772
Fax: (416) 231-4903

For general assistance or information, contact:

Jobs Protection Office
347 Preston Street, 4th Floor, Suite 430
Ottawa Ontario K1S 3J4

General inquiry: 613 288-3847

Hotline: 1 888-998-9959
Fax: 613 727-2900
Email address: Ogconstruction@ontario.ca

This fact sheet is provided for your information and convenience only. It is not a legal document. For further information contact the Jobs Protection Office of the Ministry of Labour.

Visit the [Ministry of Labour](http://Ontario.ca/labour) website at <Ontario.ca/labour>

(Ce document est également disponible en français.)

Attachment 1

Appendix 1 Table 1 of the Agreement

Quebec Title	Ontario Title	Interprovincial (IP) Red Seal Title
Électricien / Electrician (regulated under R-20 and F-5)	Electrician – construction and maintenance / Électricien – construction et entretien [**]	Construction Electrician / Électricien (construction) Ont: IP only
Ferblantier / Tinsmith	Sheet metal worker / Tôlier [**]	Sheet metal worker / Ferblantier Ont: IP only
Frigoriste ou Tuyauteur – spécialité du frigoriste / Refrigeration mechanic or pipe-fitter – specialty of refrigeration	Refrigeration and air conditioning mechanic / Mécanicien en réfrigération et en climatisation [**]	Refrigeration and air conditioning mechanic / Mécanicien de réfrigération et d'air climatisé Ont: IP only
Tuyauteur – spécialité du plombier / Pipe-fitter – specialty of plumber (regulated under R-20 and F-5)	Plumber / Plombier	Plumber / Plombier
Tuyauteur – spécialité du poseur d'appareils de chauffage / Pipe-fitter - specialty of the heating systems installer (regulated under R-20 and F-5)	Steamfitter / Monteur de tuyaux de vapeur [**]	Steamfitter – Pipe-fitter / Monteur d'appareils de chauffage Ont: IP only

Quebec Title	Ontario Title	Interprovincial (IP) Red Seal Title
Opérateur de grue automotrice – sceau rouge	Mobile Crane Operator (red seal) [**]	Grue automotrice sceau rouge / Mobile Crane Operator (red seal) Ont: IP only
Briqueur-maçon / Bricklayer-mason	Brick and stone mason / Briqueur-Maçon [**]	Bricklayer / Briqueur-Maçon Ont: IP only
Calorifugeur / Insulator	Insulator – (heat and frost) / Poseur de matériaux isolants [***]	Not Applicable (N/A)
Carreleur / Tile setter	Terrazzo, tile and marble craft / Métier de carrelage Poseur de matériaux isolants [***]	N/A
Charpentier-menuisier / Carpenter-joiner	General carpenter / Charpentier-menuisier Général [**]	Carpenter / Charpentier Ont: IP only
Chaudronnier / Boilermaker	Construction Boilermaker / Chaudronnier de construction Poseur de matériaux isolants [**]	Boilermaker / Chaudronnier Ont: IP only
Cimentier-applicateur / Cement finisher	Cement mason (includes cement finisher) / Cimentier (y compris le finisseur de béton)	N/A
Couvreur / Roofer	Roofer / Couvreur [**]	Roofer / Couvreur Ont: IP only
Ferrailleur / Reinforcing steel erector	Reinforcing rodworker / Monteur de barres d'armature	N/A

Quebec Title	Ontario Title	Interprovincial (IP) Red Seal Title
Mécanicien de chantier / Millwright	Construction Millwright / Mécanicien – monteur de Construction	Industrial mechanic (millwright) / Mécanicien industriel (de chantier)
Mécanicien de machines lourdes / Heavy equipment mechanic	Heavy duty equipment mechanic / Mécanicien d'équipement lourd [**]	Heavy duty equipment technician/ technicien d'équipement lourd Ont: IP only
Mécanicien en protection – incendie ou tuyauteur – spécialité de poseur de gicleurs / Pipe-fitter – specialty of the fire protection mechanic or pipe-fitter – specialty of the sprinkler installer	Sprinkler and fire protection installer / Installateur de systèmes de protection contre les Incendies [**]	Sprinkler system installer / Poseur de gicleurs Ont: IP only
Monteur d'acier de structure / Structural steel erector	Ironworker / Ferronnier	N/A Ont: IP only as ironworker
Peintre / Painter	Painter decorator (commercial and residential) / Peintre - décorateur – secteur commercial et résidentiel [**]	Painter and decorator / Peintre et décorateur Ont: IP only
Plâtrier / Plasterer	Drywall finisher and plasterer / Finisseur de murs secs & plâtrier [****]	N/A
Poseur de revêtements souples / Resilient flooring layer	Floor covering installer / Installateur de revêtements de sol [**]	Floor covering installer / Poseur de revêtements souples Ont: IP only

Quebec Title	Ontario Title	Interprovincial (IP) Red Seal Title
Poseur de systèmes intérieurs / Interior systems installer	Lather (Drywall, acoustic and lathing applicator) / Poseur de lattes [**]	N/A Ont: IP only
Serrurier de bâtiment / Ornamental ironworker	Ironworker / Ferronnier (Note: Ontario trade is not divided into 2 branches)	N/A
Vitrier et monteur mécanicien (code 310) / Setter mechanic (Glazier) (code 310)	Glazier and Metal Mechanic / Vitrier et mécanicien des métaux [**]	Glazier / Vitrier (Ontario only) Ont: IP only
Opérateur de pelles mécaniques / Shovel operator	Excavator operator-Branch 2 of Heavy equipment operator / Opérateur d'excavatrice-Division 2 d'opérateur d'équipement lourd [***]	N/A
Mécanicien d'ascenseur	Elevating Devices Mechanic (EDM-A)	N/A

[**] Ontario no longer offers provincial certification in this trade.

[***] MAESD delivers a certificate of apprenticeship (C of A) to a journeyperson who has completed theoretical and on-the-job training in these trades.

[****] Ontario exam being developed.

In Ontario:

- Certification is compulsory in trades numbered 1 – 6 and 26.
- Certification is voluntary in trades numbered 7 – 25, but may be required as a condition of employment.

In Quebec:

- Certification is compulsory in trades numbered 1 – 26 in the regulated sector of the construction industry, subject to R-20.
- In the sector of the construction industry that is subject to regulation F-5, administered by the MESS, certification is compulsory only in trades numbered 1,2, 3, 4, 5, 6, 17, 25 and 26 but may be required in other trades as a condition of employment.

^[1] The trade of Electrician has two Branches in Ontario: Branch 1 (Construction and Maintenance Electricians) and Branch 2 (Domestic and Rural Electrician). An Ontario Electrician-Branch 1 may perform the work of an Electrician in Quebec. An Ontario Electrician-Branch 2 must fulfil CCQ requirements to work in Quebec. A Quebec Electrician may perform the work of Electrician Branch 1 and Electrician Branch 2 in Ontario. Also, in Quebec, security systems installation is a specialty included under the trade of Electrician. Quebec workers in this specialty are not fully qualified electricians and as such must fulfil other Quebec or Ontario requirements to perform the work of an Electrician in Ontario.

Attachment 2

Appendix 4 of the Agreement

Occupation	Requirements to Work in Quebec	Requirements to work in Ontario
Assembler / Assembleur	CCQ occupation card	Voluntary trade
Boiler driver / Chauffeur de chaudières à vapeur	CCQ occupation card plus MESS certification	Compulsory TSSA certification
Chainperson Chaîneur	CCQ occupation card	Voluntary trade
Clerk / Commis	CCQ occupation card	Voluntary trade

Occupation	Requirements to Work in Quebec	Requirements to work in Ontario
Compressor operator Opérateur de pompes et de compresseurs	CCQ occupation card	Voluntary trade
Distribution welder (gas) / Soudeur de distribution (gaz)	CCQ occupation card plus either MESS certification or RBQ testing	Compulsory TSSA certification
Diver / Plongeur	CCQ occupation card and additional H & S requirements	Compulsory requirements under <i>OHSA</i> Regulation for Diving Operations and divers' qualifications
Driller / Foreur	CCQ occupation card	Voluntary trade
Equipment operator (lines) / Conducteur d'engins (lignes)	CCQ occupation card	Compulsory MAESD certification for hoisting capacity of 8 tons and up. Proof of competency under <i>OHSA</i> Reg. 213/91, s.96 for less than 8 tons
Equipment and vehicle operator / Opérateur d'équipements et de véhicules	CCQ occupation card	Voluntary trade. Operator must be able to prove competency under <i>OHSA</i> Reg. 213/91, s.96
Gas fitter (upstream work) / Spécialiste en branchement d'immeubles (en amont)	CCQ occupation card	Compulsory TSSA certification
General helper / Manoeuvre spécialisé	CCQ occupation card	Voluntary trade
General helper (tile setter) / Manoeuvre spécialisé (carreleur)	CCQ occupation card	Voluntary trade

Occupation	Requirements to Work in Quebec	Requirements to work in Ontario
Generator operator / Opérateur de génératrices	CCQ occupation card plus MESS certification	Compulsory TSSA certification
Groundsperson / Aide-monteur de lignes	CCQ occupation card	Voluntary trade
Heavy equipment serviceman / Homme de service sur machines lourdes	CCQ occupation card	Voluntary trade
Hoisting equipment operator "A" and "B" / Opérateur d'appareils de levage "A" et "B"	CCQ occupation card	Voluntary trade
Instrument man (surveyor) / Homme d'instrument (arpenteur)	CCQ occupation card	Voluntary trade
Labourer (pipe-line) / Manoeuvre (pipe-line)	CCQ occupation card	Voluntary trade
Labourer / Manoeuvre	CCQ occupation card	Voluntary trade
Line truck driver / Conducteur de camion de lignes	CCQ occupation card	Voluntary trade. Proof of competency required under <i>OHS</i> A, Reg. 213/91, s.96.
Lineperson (transmission and distribution lines) / Monteur (lignes de transport d'énergie et de distribution)	CCQ occupation card	Voluntary trade. Proof of competency required under <i>OHS</i> A Reg. 213/91, s. 96.
Mechanic (lines) / Mécanicien (lignes)	CCQ occupation card	Voluntary trade

Occupation	Requirements to Work in Quebec	Requirements to work in Ontario
Oiler / Graisseur-huileur	CCQ occupation card	Voluntary trade
Pipe welder / Soudeur en tuyauterie	CCQ occupation card plus either MESS certification or RBQ testing	Compulsory TSSA certification
Pipeline welder / Soudeur de pipe-line	CCQ occupation card plus either MESS certification or RBQ testing	Compulsory TSSA certification
Pump and compressor operator / Opérateur de pompes et de compresseurs	CCQ occupation card	Voluntary trade
Rope puller / Tireur de câbles	CCQ occupation card	Voluntary trade
Shotfirer / Boutefeu	CCQ occupation card plus permit issued by the Sûreté du Québec plus certificate of shotfirer issued by the CSST	Voluntary trade
Splicer / Épisseur (homme de joint)	CCQ occupation card	Voluntary trade
Stationary or portable mixing plant operator / Opérateur d'usines fixes ou mobiles	CCQ occupation card	Voluntary trade

Occupation	Requirements to Work in Quebec	Requirements to work in Ontario
Steel erector welder / Soudeur monteur d'acier	CCQ occupation card CCQ occupation card plus either MESS certification or RBQ testing for high pressure welding.	Voluntary trade Compulsory TSSA certification for high pressure welding.
Storeperson / Magasinier	CCQ occupation card	Voluntary trade
"T" Lineperson (communication network) / Monteur "T" (réseaux de communication)	CCQ occupation card	Voluntary trade
Tire and Body repairperson / Préposé au pneus et au débosselage	CCQ occupation card	Voluntary trade for work on heavy equipment. Compulsory MAESD certification for work on motor vehicles.
Trimmer / Émondeur	CCQ occupation card	Voluntary trade Compulsory training on chain saw (OHS/A).
Truck driver / Conducteur de camion	CCQ occupation card	Voluntary trade
Underground worker (miner) / Travailleur souterrain (mineur)	CCQ occupation card	Compulsory requirements under OHS/A Reg. 213/91, s 307
Watchperson / Gardien	CCQ occupation card	Voluntary trade
Welder / Soudeur	CCQ occupation card	Voluntary trade

Notes

1. To work in Ontario in a compulsory trade, the MAESD and the TSSA will

evaluate a worker's qualifications/competencies for the purpose of issuing a certificate.

2. Ontario workers are required to join a representative association for workers before working in Quebec.
3. Both Ontario and Quebec workers are required to pay registration fees in order to work in the other province (fees vary depending upon the occupation or trade).

Attachment 3

Appendix 5 of the Agreement

Recognition of Occupational Health and Safety Training

Quebec's compulsory training course entitled "Santé et sécurité générale sur les chantiers de construction" (Health and Safety on Construction Sites) is equivalent to the training acquired by an Ontario worker who:

1. Holds one of the following certificates:
 1. Ontario Certificate of Qualification (Red Seal) in one of the trades listed in Appendix 1, Table 1;
 2. Ontario Certificate of Qualification in one of the trades listed in Appendix 1, Table 1;
 3. Ontario Provisional Certificate of Qualification issued to an Ontario worker in one of the trades listed in Appendix 1, Table 1, for which certification is voluntary;
 4. Ontario Certificate of Apprenticeship in one of the trades listed in Appendix 1, Table 1 for which certification is voluntary; or, in one of the Ontario trades listed in Appendix 4;
2. Has worked 750 or more hours in any of the occupations listed in Appendix 4.
 1. Ontario workers must provide proof of their hours of work.
3. Has completed one of the following Ontario courses:
 1. Courses offered or endorsed by the Workers' Health and Safety Centre and delivered by qualified union, management, college or school board trainers, including:
 - Level I - III or any successor programs.
 2. The Core Certification Training Program administered by the Workplace Safety and Insurance Board.
 3. Courses offered or endorsed by the Infrastructure Health and Safety Association of Ontario (IHSA) and delivered by qualified union, management, college or school board trainers:
 - Health and Safety Representatives Program;
 - Trade Specific Multi-level Training Programs:
 - Refrigeration and Air-Conditioning Program (Level I - III);

- Carpenters Program (level I - III);
- Acoustical, Drywall and Interior Systems;
- Pipe Trades (Level I - III);
- Electrical Utilities Program;
- Millwrights Program.

The course entitled "Construction Safety", developed by the Ontario General Contractors' Association in conjunction with the Infrastructure Health and Safety Association of Ontario (IHSA).