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Rules respecting employment conditions in State casinos

An Act respecting lotteries, publicity contests and amusement machines
(R.S.Q., c. L-6, s. 20.2)

DIVISION I EMPLOYMENT CONDITIONS

1. The terms of this Division apply to any person who has applied for a position in a State casino and whose application is retained by the Société des loteries du Québec or one of its subsidiaries, for one of the following job categories:

(1) managers, directors and section heads, such as:

- (a) Director;
- (b) Assistant Director;
- (c) Shift Manager, Games;
- (d) Shift Manager, Slot Machines;
- (e) Supervisor of Gaming Tables;
- (f) Comptroller;
- (g) Assistant Comptroller;
- (h) Physical Security Manager;
- (i) Surveillance Manager;
- (j) Security Agent;
- (k) Executive Secretary;

- (l) Assistant Manager;
- (2) administrative and maintenance attendants, clerks and technicians, such as:
 - (a) Secretary;
 - (b) Office Clerk;
 - (c) Maintenance Attendant;
 - (d) Cloakroom Attendant;
 - (e) Parking Attendant;
 - (f) Health and Safety Supervisor;
 - (g) Buyer;
 - (h) Accounting Clerk;
 - (i) Budget Clerk;
 - (j) Administration Clerk;
 - (k) Counting Attendant;
 - (l) Counting Inspector;
- (3) gaming technicians and attendants, such as:
 - (a) Training Technician;
 - (b) Surveillance Technician;
 - (c) Host;
 - (d) Croupier;
 - (e) Cashier;
 - (f) Chief Cashier;
 - (g) Change Attendant;

- (h) Slot Machine Attendant;
- (i) Equipment Maintenance Technician;
- (j) Equipment Maintenance Supervisor;
- (4) hostelry and other auxiliary service personnel, such as:
 - (a) Head Chef;
 - (b) Head Pastry Chef;
 - (c) Cook;
 - (d) Salad Cook;
 - (e) Assistant Cook;
 - (f) Maître D';
 - (g) Bar Supervisor;
 - (h) Waiter, Dining Room;
 - (i) Waiter, Bar;
 - (j) Bartender;
 - (k) VIP Lounge Host;
 - (l) Storekeeper/Receiver;
 - (m) Dishwashing Supervisor;
- (5) hostelry and other auxiliary service assistants, such as:
 - (a) Busperson;
 - (b) Dishwasher.

O.C. 1417-93, s. 1.

2. Prior to being hired for a State casino by the Société des loteries du Québec or one of its subsidiaries and during the term of his contract, every person whose application is retained must meet the following conditions:

(1) be of full age;

(2) at the time of his job application to the Société des loteries du Québec or one of its subsidiaries, 5 years must have elapsed after having served his sentence, if he pleaded guilty to or was found guilty of, in Canada or the equivalent in any other country, an indictable offence or an offence punishable on summary conviction which is connected to the position applied for and for which he has not received a pardon or an unconditional discharge, against:

(a) the terms of any of sections 46, 49 to 52, 57, 58, 61, 74 to 78, 80, 81, 85 to 91, 93 to 97, 119 to 128, 130, 136 to 142, 144 to 147, 151 to 153, 155, 159, 160, 163, 165 to 179, 180 to 182, 191, 193, 201 to 203, 206, 209 to 213, 219 to 222, 224 to 226, 229, 230, 239, 240, 243, 244 to 248, 262, 264.1, 265 to 273, 279, 279.1, 280, 281, 322, 326 to 328, 331, 332, 336, 337, 341, 342, 342.1, 343, 345, 346 to 349, 351, 352, 354, 356, 357, 362, 363, 366, 368, 369, 374, 375, 376, 380 to 390, 392 to 404, 407, 408, 410, 411, 413, 417, 422 to 426, 430 to 436, 449 to 454, 458 to 462, 462.31, 463 to 465 of the Criminal Code (R.S.C., 1985, c. C-46);

(b) the terms of section 38.1 or 48 of the Food and Drug Act (R.S.C., 1985, c. F-27);

(c) the terms of section 3.1, 4 or 5 of the Narcotics Control Act (R.S.C., 1985, c. N-1);

(3) not have pleaded guilty to, or have been found guilty of, during the 3 years preceding his job application to the Société des loteries du Québec or one of its subsidiaries, an offence against section 84, section 107, paragraph 1, 2, 4 or 6 of section 108, paragraph 1, 2 or 3 of section 109, paragraph 4 or 6 of section 112, paragraph 2 of section 113 or section 117 of the Act respecting offences relating to alcoholic beverages (R.S.Q., c. I-8.1);

(4) not have pleaded guilty to, or have been found guilty of, during the 3 years preceding his job application to the Société des loteries du Québec or one of its subsidiaries, an offence against section 121 of the Act respecting lotteries, publicity contests and amusement machines (R.S.Q., c. L-6), which is connected to the position applied for;

(5) be honest and morally fit according to the facts revealed by the verification to which he consented, and which was conducted under section 52.11 of the Act respecting lotteries, publicity constest and amusement machines;

(6) not have pleaded guilty to, or have been found guilty of, during the 3 years preceding his job application to the Société des loteries du Québec or one of its subsidiaries, an offence against Part VIII of the Bankruptcy and Insolvency Act (R.S.C., 1985, c. B-3);

(7) consent to be finger-printed and photographed by the Sûreté du Québec for the application of these Rules.

O.C. 1417-93, s. 2.

3. Despite section 2, the persons whose applications are retained, by the Société des loteries du Québec or one of its subsidiaries, for a position in the hostelry and other auxiliary services category are not subject to paragraph 1 of section 2 or to paragraphs 4 and 6 of that section.

In the same manner, those whose applications are retained for a position in the administrative and maintenance attendants, clerks or technicians category or in the gaming technicians and attendants category are not subject to paragraph 3 of section 2.

Persons whose applications are retained for a position in the hostelry and other auxiliary service personnel category or for the position of maintenance attendant, cloakroom attendant, parking attendant or health and safety supervisor are not subject to paragraphs 4 and 6 of section 2.

Also not subject to paragraph 6 of section 2 are the persons whose applications are retained for one of the following positions:

- (1) Secretary;
- (2) Office Clerk;
- (3) Buyer;
- (4) Host.

O.C. 1417-93, s. 3.

4. Prior to being hired for a State casino by the Société des loteries du Québec or one of its subsidiaries, every person whose application is retained must provide the following documents to the Régie des alcools, des courses et des jeux:

- (1) a copy of his birth certificate or a proof of his date and place of birth;
- (2) in the case of a person who is not a Canadian citizen, the original or a certified copy of the document issued by the Canadian Immigration authorities attesting his permanent resident status or the original or certified copy of his work permit or any other document issued by the Canadian Immigration authorities permitting him to work in Québec.

O.C. 1417-93, s. 4.

5. Prior to being hired in a State casino by the Société des loteries du Québec or one of its subsidiaries, and, where applicable, during the term of his contract, any person in the managers, directors and section heads category, any person in the gaming technicians and attendants category and, in the administrative and maintenance attendants, clerks and technicians category, the counting attendant and the counting inspector must provide the board with a certificate of credit from each financial institution with which they do business establishing that they meet their obligations.

In addition, any person in the managers, directors and section heads category must provide the board with a statement of his financial situation on the date of the job application and, where applicable, on the date of a request to that effect from the board pursuant to section 52.10 of the Act respecting lotteries, publicity contests and amusement machines.

For the purposes of this section,

«financial institution» means a financial institution described in paragraph a, b, c, e or f of the definition of «specified financial institution» in section 1 of the Taxation Act (R.S.Q., c. I-3).

O.C. 1417-93, s. 5.

6. A contracting party himself or, in the case of a legal person or partnership, every director thereof, whose application is retained by the Société des loteries du Québec or one of its subsidiaries and that wishes to become a supplier of goods and services in a State casino in subject to the conditions laid down in paragraphs 1, 2 and 5 of section 2.

Any contracting party wishing to supply goods or services related to casino games is subject to the conditions laid down in section 5. The same applies to any subcontractor of such a contracting party who performs duties within the casino.

However, an agent or mandatary of the Government, public utility firm, financial institution or holder of a permit issued under the Act respecting the Société des alcools du Québec (R.S.Q., c. S-13) wishing to supply goods or services to a casino, or a contracting party wishing to supply a delivery service to a casino, is not subject to the conditions laid down in paragraphs 1, 2 and 5 of section 2 and in section 5.

For the purposes of the third paragraph,

«public utility firm» means a public utility firm referred to in the Schedule to the Charter of the French language (R.S.Q., c. C-11); and

«financial institution» means a specialized financial institution as defined in section 1 of the Taxation Act.

O.C. 1417-93, s. 6.

7. A contracting party that is a legal person or a partnership whose application has been retained by the Société des loteries du Québec or one of its subsidiaries and that wishes to supply the Société des loteries du Québec or one of its subsidiaries with goods and services in a State casino must provide the board with the following information and documents:

(1) the name and telephone number of the legal person or of the partnership, and the address of its head office; and

(2) a copy of the resolution authorizing a natural person to act in the name of the legal person or the partnership.

O.C. 1417-93, s. 7.

8. When a change occurs in the conditions required by section 2 and in the information required by sections 4 and 7, the persons concerned must so advise the board within 10 days of the change.

Pursuant to section 52.10 of the Act respecting lotteries, publicity contests and amusement machines, the persons concerned must, within the same period, on the board's request, provide the documents required by sections 5 and 7.

O.C. 1417-93, s. 8.

9. Omitted.

O.C. 1417-93, s. 9.