

**Classification units, rates of assessment and experience ratios for the year 2019**

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

10110	Breeding of cattle; operating a dairy cattle herd; breeding of horses; horse boarding or dressage service; operating a riding centre, a horse school or a racing stable; operating a farm animal auction site; breeding of domestic animals	5.44	5.07	0.3147	0.2991	0.2748	1.2465	1.2465	1.2465
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This unit refers to:

- . the breeding of cattle;
- . the operation of a dairy cattle herd;
- . the breeding of horses;
- . horse boarding or dressage service;
- . the operation of a riding centre, a horse school or a racing stable;
- . the operation of a farm animal auction site;
- . the breeding of domestic animals such as dogs, cats, budgies or parrots.

This unit also refers to:

- . the breeding of buffaloes;
- . the breeding of cervidae such as deer or wapitis;
- . the breeding of ostriches, emus or rheas;
- . the production of ostrich, emu or rhea eggs;
- . the breeding of wild boars;
- . the breeding of lamas or alpacas;
- . the breeding of yacks;
- . the breeding of animals referred to in this unit for reproduction or insemination;
- . the production of pregnant mare's urine;

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
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- . horse-drawn carriage, horseback riding, sleigh or dog-sled transportation or ride service;
- . hoof trimming service;
- . domestic animal training or boarding service;
- . animal protection or animal pound service;
- . services related to the breeding activities referred to in this unit such as milking cows or feeding animals.

This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:

- . the artificial insemination of animals.

An employer carrying out at the same time an activity included in this unit and maple syrup production may not also be in unit 10150 except where at least one employee carries out duties solely related to the maple syrup activity.

An employer classified in this unit cannot also be classified in units 15030, 15040, 15070, 16070 and 68010 to 68030 except when at least one of his workers only performs tasks related to the activities referred to under these units.

An employer classified in this unit cannot also be classified in units 54420, 54430 or 54440 except if he carries out activities referred to under these units in whole or in part elsewhere than on the farm and if at least one of his workers only performs tasks related to the activities referred to under these units. An employer thus classified in units 54420, 54430 or 54440 shall state the wages of a worker who works on





Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
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- . the operation of a hatchery;
- . poultry capture and caging service;
- . the candling and classification of eggs;
- . the breeding of rabbits;
- . fish-farming;
- . beekeeping.

This unit also refers to:

- . the breeding of small furbearing animals such as mink, muskrats , chinchillas or foxes;
- . the breeding of small laboratory animals such as mice or rats;
- . the breeding of small game birds such as pheasants, quails or guinea-fowl;
- . the breeding of earthworms and the production or earthworm manure;
- . the breeding of snails;
- . the breeding of insects such as crickets;
- . the breeding of frogs;
- . the services related to the breeding activities referred to in this unit such as feeding animals.

This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:

- . the artificial insemination of animals;
- . honey processing.



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
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- . the growing of fine herbs in fields;
- . the growing of mushrooms;
- . the growing of sod;
- . the growing of tobacco;
- . the harvesting of peat.

This unit also refers to:

- . the growing in a greenhouse of fruit, vegetable or fine herb plants intended for transplantation by the employer in his fields;
- . the activities related to the fermentation of compost in a field;
- . the picking on wild land of plants such as fiddleheads, mushrooms, yew branches or algae;
- . the collecting of softshell clams;
- . services related to growing such as:
  - . ploughing;
  - . the planting of seeds;
  - . the spreading of manure;
  - . the spreading of pesticides;
  - . combine harvesting;
  - . the harvesting of crops.

This unit does not refer to:

- . compost material removal service.

An employer classified in this unit cannot also be classified in units 15030 to 15080, 16070 and 68010 to 68030 except when at least one of his workers only performs tasks related to the activities referred to

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
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	under these units.  An employer classified in this unit cannot also be classified in units 54420, 54430 or 54440 except if he carries out activities referred to under these units in whole or in part elsewhere than on the farm and if at least one of his workers only performs tasks related to the activities referred to under these units. An employer thus classified in units 54420, 54430 or 54440 shall state the wages of a worker who works on the farm on activities referred to under these units with respect to this unit.								
10150	Growing of fruit, vegetables or fine herbs in a greenhouse; growing of ornamental plants; growing of trees or shrubs; operating an orchard; maple growing  This unit refers to:  . the growing of fruit, vegetables or fine herbs in a greenhouse; . the growing of ornamental plants such as foliage plants or flowers; . the growing of trees or shrubs; . the operation of an apple, pear, plum or cherry orchard; . maple growing.  This unit also refers to:  . the growing of reforestation plants; . the growing of grapes.  This unit also refers to the following activity when done by the workers	3.75	3.42	0.2520	0.2756	0.2494	1.0117	1.0117	1.0117







Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
13120	Operating a non-ferrous metal mine; operating a salt or diamond mine	3.63	3.30	0.1794	0.1368	0.0858	0.6819	0.6819	0.6819

This unit refers to :

- . the operation of non-ferrous metal mines for such substances as gold, silver, copper, nickel, niobium, zinc or platinum;
- . the operation of the following mineral mines :
  - . salt;
  - . diamonds.

This unit also refers to :

- . the concentration of the ores referred to under this unit.

This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit :

- . the production of gold or silver bullion.

This unit does not refer to :

- . the melting and refining of non-ferrous metals.

13130	Operating an asbestos mine	13.96	13.37	0.2834	0.0228	0.2394	3.3159	3.3159	3.3159
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This unit refers to the operation of an asbestos mine.

This unit also refers to the concentration of asbestos ore.

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
13140	Operating a crushed or freestone quarry; operating a sandpit or a gravel pit; operating an industrial or structural mineral mine	4.21	3.87	0.2843	0.2675	0.2983	0.8732	0.8732	0.8732

This unit refers to :

- . the operation of a crushed or freestone quarry for such materials as limestone, shale, granite or slate;
- . the operation of a sandpit or a gravel pit;
- . the operation of an industrial or structural mineral mine for such substances as talc, quartz, pearlite, vermiculite or mica.

This unit also refers to :

- . clay quarries;
- . the crushing and grinding of stone;
- . the crushing of carbon;
- . the manufacture of agricultural limestone.

This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit :

- . drilling and blasting work.

This unit does not refer to :

- . the manufacture of freestone products.

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
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13150	Core drilling for ore prospecting	7.46	7.04	0.3502	0.2906	0.2785	1.6355	1.6355	1.6355
	This unit refers to core drilling for ore prospecting when carried out by an employer other than the operator of the mine.								
13160	Sinking mine shafts; drilling declines, drilling mining roads or raising; drifting ore	5.60	5.22	0.2754	0.1622	0.1077	0.8300	0.8300	0.8300
	This unit refers to :								
	. the sinking of mine shafts.								
	This unit refers to the following activities when carried out by an employer other than the operator of the mine :								
	. drilling declines, drilling mining roads or raising;								
	. drifting ore.								
	This unit also refers to :								
	. drilling oil or natural gas wells.								
14010	Forestry operations	5.99	5.60	0.3559	0.3207	0.3286	1.3184	1.3184	1.3184
	This unit refers to :								
	. harvesting wood material, including in particular, felling, hauling and yarding, by manual or mechanized processes;								
	. processing in the forest including stripping, topping and cutting; making wood chips in the forest;								



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- . harrowing, crushing and application of phytocides;
- . planting and seeding of trees in the forest;
- . mechanical or chemical clearing of a plantation in the forest;
- . thinning without collection of trees for commercial purposes;
- . development of a blueberry field;
- . control of vegetation in rights-of-way of energy transmission networks;
- . protection against forest fires by firefighters.

This unit also refers to :

- . line cutting.

This unit does not refer to :

- . development of a blueberry field by the person who operates it;
- . harvesting wood material in the development of a blueberry field;
- . the marking of trees in forest;
- . forest inventory.

An employer classified under this unit can also be classified under the exceptional units 34410, 90010 and 90020.

14030	Tree work	13.71	13.13	0.8098	0.7384	0.6853	2.9474	2.9474	2.9474
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This unit refers to :

- . control of vegetation in the rights-of-way of energy distribution networks or telecommunications networks;

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- . trimming, topping or cutting of trees and shrubs;
- . felling of pre-determined trees outside the forest;
- . stumping;
- . chipping outside the forest;
- . tree and shrub surgery;
- . bracing work.

This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit :

- . fighting of diseases and insects affecting trees and shrubs;
- . fertilization and treatment of trees and shrubs;
- . planting and transplanting of trees and shrubs.

An employer classified under this unit can also be classified under the exceptional units 34410, 90010 and 90020.

15010	Slaughtering of animals; meat cutting service; butchering of meat	5.76	5.38	0.6105	0.6573	0.6980	1.4219	1.4219	1.4219
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This unit refers to:

- . the slaughtering of animals;
- . meat cutting service;
- . the butchering of meat.

This unit also refers to:

- . the tanning or packing of pelts or furs;
- . meat wholesaling in a building where meat cutting or



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	butchering also takes place.								
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	. the processing of animal by-products other than for human consumption such as:								
	. fat;								
	. bones;								
	. feathers;								
	. blood;								
	. entrails.								
	Wholesaling refers to the trade in goods for resale or for commercial, industrial, institutional or professional use.								
	This unit does not refer to:								
	. the breeding of animals;								
	. the dyeing of leather or fur.								
	An employer who does in the same building both animal slaughtering and butchering and an activity referred to under 15020 is classified in this unit for these activities.								
15020	Manufacturing luncheon meats; meat, fish or seafood processing; manufacturing ready-made dishes	3.71	3.38	0.3470	0.3690	0.3070	1.0300	1.0300	1.0300

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
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This unit refers to:

- . the manufacture of luncheon meat such as:
  - . cooked turkey;
  - . cooked ham;
  - . pepperoni;
  - . salami;
  - . smoked meat;
- . meat, fish or seafood processing by such operations as:
  - . seasoning;
  - . smoking;
  - . canning;
  - . packing;
- . the manufacture of fresh, frozen or canned ready-made dishes such as:
  - . appetizers;
  - . lasagna;
  - . fish or seafood mousses;
  - . meat or fish pies;
  - . pizzas;
  - . vegetarian dishes;
  - . salad plates;
  - . sandwiches.

This unit also refers to:

- . the manufacture of sushi;
- . the manufacture of sausages;
- . the preparation of natural casings for delicatessen purposes;
- . the manufacture of country-style pâtés, cretons, terrines or

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- . other similar products;
- . the processing of animal fats for human consumption;
- . fish wholesaling in a building where cutting is also done.

This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:

- . the manufacture of soups;
- . the manufacture of sauces for pasta or pizzas;
- . the manufacture of bread or pizza dough.

Wholesaling refers to the trade in goods for resale or for commercial, industrial, institutional or professional use.

This unit does not refer to:

- . the operation of a butcher shop;
- . the operation of a fish market;
- . the activities referred to under units 68010 and 68020.

An employer who engages in both fishing and fish or seafood processing is classified, for this processing, in this unit, if at least one of his workers only performs tasks related to this processing elsewhere than on a boat. This employer shall state the wages of an employee who performs tasks related to this processing on a boat with respect to unit 11110.

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
15030	Manufacturing food for animals; mixing or processing of grains	2.85	2.54	0.2367	0.1894	0.1905	0.6437	0.6437	0.6437

This unit refers to:

- . the manufacture of food for animals;
- . the mixing or processing of grains by operations such as:
  - . sieving;
  - . milling;
  - . cleaning;
  - . drying.

This unit also refers to:

- . the processing of animal by-products other than for human consumption such as :
  - . fat;
  - . bones;
  - . feathers;
  - . blood;
  - . entrails;
- . disposal.

This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:

- . the manufacture of nursing feed for young animals.





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				2015	2016	2017	2014	2015	2016

This unit also refers to:

- . the manufacture of fruit- or vegetable-based products such as:
  - . compotes;
  - . jams;
  - . coulis;
  - . fruit salad;
- . the manufacture of fruit- or vegetable-based condiments such as:
  - . chutneys;
  - . ketchup;
  - . relish;
  - . salsa;
  - . prune or cherry sauces;
- . the manufacture of soya-based products such as:
  - . frozen desserts;
  - . beverages;
  - . miso;
  - . sauce;
  - . tofu;
- . fruit or vegetable classification or packaging service;
- . the service related to the packaging of food products other than liquids.

This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:

- . the manufacture of fruit- or vegetable-based aromas or colorants.





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				2015	2016	2017	2014	2015	2016

- . chocolate;
- . chewing gum;
- . honey products.

This unit also refers to:

- . the manufacture of maple products such as:
  - . butter;
  - . syrup;
  - . sugar;
  - . toffee;
- . the processing of honey;
- . the manufacture of sugar;
- . the manufactures of syrups for beverages such as:
  - . pop;
  - . slushes;
- . the manufacture of flavour crystals;
- . the manufacture of pasta;
- . the manufacture of ready-to-eat cereals;
- . the manufacture of dough for pastry or bakery products;
- . the preparation of flour-based mixes for products such as:
  - . cookies;
  - . pancakes;
  - . cakes;
  - . muffins;
- . the manufacture of granola bars or dietetic food in bars or in powder.

This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities









Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
16020	Manufacturing rubber products	3.86	3.53	0.3462	0.3370	0.3070	1.0127	1.0127	1.0127

This unit refers to:

- . the manufacture of rubber products.

This unit also refers to:

- . the composition of rubber;
- . the application in the workshop of a rubber coating to products such as rolls, tanks or other industrial or commercial parts.

This unit does not refer to:

- . the manufacture of stitched rubber clothing;
- . the stripping of tires or other recyclable materials;
- . the sorting of recyclable materials or objects;
- . the installation of manufactured products.

16030	Manufacturing plastic bags	2.98	2.68	0.2068	0.2356	0.1898	0.7703	0.7703	0.7703
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This unit refers to:

- . the manufacture of plastic bags.

This unit also refers to:

- . the manufacture of plastic film when the employer manufactures plastic bags.







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				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> <li>. dietary minerals;</li> <li>. the manufacture of homeopathic remedies;</li> <li>. the manufacture of essential oils;</li> <li>. the conditioning or bottling of the products referred to under this unit;</li> <li>. the manufacture of food additives such as flavours, colorants or preservatives;</li> <li>. the manufacture of tobacco products.</li> </ul> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>. the manufacture of body hygiene and care products made of textiles;</li> <li>. the manufacture of functional foods such as soybean beverages or margarine enriched with phytosterols;</li> <li>. the picking of raw materials used in the manufacture of the products referred to under this unit;</li> <li>. the breeding of animal species or the growing of plant species used in the manufacture of the products referred to in this unit.</li> </ul>								
16080	<p>Manufacturing cleaning or maintenance products; manufacturing adhesives; manufacturing ink; manufacturing coating products; manufacturing fertilizers</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> <li>. the manufacture of household or industrial cleaning or maintenance products, such as cleaning products, strippers, disinfectants, detergents or fabric softeners</li> <li>. the manufacture of adhesives;</li> </ul>	2.10	1.81	0.1091	0.1169	0.1195	0.3740	0.3740	0.3740







Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . the finishing of fabrics such as dyeing, calendaring, decatizing or flocking;
- . the finishing of clothing such as dyeing or fading.

This unit also refers to:

- . manufacture of carpet made of textile materials;
- . the twisting, re-twisting or winding of thread made of fibres;
- . the texturizing of thread made of fibres such as twisting, crushing or compression;
- . the manufacture of rope or string;
- . the manufacture of woven or needle punched felt;
- . the manufacture of wigs or hairpieces;
- . the manufacture of tapes, elastic bands, lace, rope, laces or belt-webbing by weaving, binding or knitting;
- . the manufacture of knitted pieces of clothing such as sleeves, collars or cuffs, which do not require sewing activities;
- . the manufacture of fire hoses;
- . the manufacture of nets from textile materials by binding, knitting or tying;
- . the embroidery of fabrics;
- . the coating of fabrics with materials such as polyurethane, ethylene-acetate, plastic, glue, urethane or vinyl;
- . the dyeing of leather or fur;
- . the manufacture of dental floss from string made of textile materials.

This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:









Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . sails for boats;
- . canvas covers for shelters, canopies or parasols;
- . cover shells for manure pits;
- . canvass sheets;
- . inflatable toys;
- . the manufacture of decoration and furniture accessories made of textile materials of the cut and sewn type such as:
  - . cushions;
  - . pillows;
  - . drapery material;
  - . bedding;
  - . curtains;
  - . towels.

This unit also refers to:

- . the manufacture of filters made of textile materials of the cut and sewn type;
- . the manufacture of toys made of fabric such as dolls, teddy bears or balls;
- . the manufacture of fabric diapers or cloths;
- . the manufacture of bags made of canvas or textile materials of the cut and sewn type;
- . the manufacture of zippers on a support made of textile materials;
- . the cutting and binding of carpet material in carpets or mats.

This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:

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- . embroidery on manufactured products;
- . the finishing of manufactured products.

This unit does not refer to:

- . the manufacture of framing for filters;
- . the manufacture of metal structures of the products referred to in this unit;
- . the installation of manufactured products when it is referred to under units 54080 or 80150.

18010	Manufacturing doors and windows, in wood or plastic	3.26	2.94	0.3115	0.3388	0.2839	0.9099	0.9099	0.9099
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This unit refers to:

- . the manufacture of doors and windows, in wood or plastic.

This unit also refers to:

- . the manufacture of doors and windows, in wood or plastic, covered with materials such as wood, metal or plastic;
- . the manufacture of hybrid windows made of materials such as wood, metal or plastic;
- . the manufacture of wood garage doors;
- . the manufacture of metal doors when done in the same building as the doors and windows referred to under this unit;
- . the manufacture and assembly of blinds.

This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
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	<p>activities referred to under this unit:</p> <ul style="list-style-type: none"> <li>. the manufacture of the following products, elsewhere than on the worksite or on the job, when they are made of wood : sills, frames, mouldings or trims of doors and windows;</li> <li>. the cutting of glass;</li> <li>. the drying of wood.</li> </ul> <p>This unit also refers to the manufacture of sealed glass units form integration in doors and windows when their manufacture takes place in the building where these doors and windows are manufactured.</p> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>. the manufacture by moulding of forms such as profiled sections;</li> <li>. the installation of manufactured products.</li> </ul>								
18020	<p>Manufacturing solid wood panels; manufacturing wood floors; manufacturing wood mouldings; manufacturing wood furniture components; manufacturing wood stairway components; manufacturing wood cabinet doors</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> <li>. the manufacture of solid wood panels;</li> <li>. the manufacture of wood floors;</li> <li>. the manufacture of wood mouldings;</li> <li>. the manufacture of wood furniture components;</li> <li>. the manufacture of wood stairway components;</li> </ul>	4.26	3.92	0.3882	0.3929	0.3850	1.0028	1.0028	1.0028





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. wood structure such as pianos, organs, guitars, drums or flutes; the manufacture of furniture, cabinets, counters or integrated furnishings made of wood or having a wood structure in a cabinet-making workshop where the organization of work is not standardized and where the production is done on a small scale by workers who are not specifically assigned to a work station.

This unit also refers to:

- . the manufacture of game tables having a wood structure such as billiard tables, Mississippi tables or card tables;
- . the manufacture of products made of wood or having a wood structure requiring assembly operations such as jewelry boxes, letter boxes, frames, toys, bird feeders, hockey sticks, snowboards, snowshoes, skis or trophies;
- . the operation of an upholstery workshop;
- . the operation of a furniture stripping or restoration workshop;
- . the application in the plant or workshop of products such as paint, stain or varnish, to wood or wood products;
- . the manufacture or repair, excluding mechanical repairs, of wood boats such as canoes or rowboats;
- . the manufacture of wood structure docks;
- . the manufacture of garden furniture made of wood or having a wood structure such as swings, benches or picnic tables.

This unit also refers to the drying of wood when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit.



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> <li>. cabinets, shelves, tool boxes or safes;</li> <li>. the manufacture of metal mail boxes or postal boxes;</li> <li>. the manufacture of bicycles;</li> <li>. the manufacture of wheelchairs;</li> <li>. the manufacture of snowshoes having a metal base;</li> <li>. the manufacture of recreation equipment having a metal structure for daycare nurseries or playgrounds such as swings, slides, playground psychomotor apparatuses;</li> <li>. the manufacture of physical fitness equipment having a metal structure.</li> </ul> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>. the manufacture in a foundry of products referred to under this unit;</li> <li>. the manufacture of wrought iron furniture;</li> <li>. framing service;</li> <li>. the installation of manufactured products.</li> </ul>								
18060	<p>Manufacturing cabinets having a wood structure intended to be attached to a structure; manufacturing counters having a wood structure; manufacturing integrated furnishings having a wood structure</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> <li>. the manufacture of cabinets having a wood structure intended to be attached to a structure such as kitchen cabinets, bathroom cabinets, storage cabinets;</li> <li>. the manufacture of counters having a wood structure;</li> <li>. the manufacture of integrated furnishings having a wood</li> </ul>	3.65	3.32	0.2832	0.2776	0.2915	0.8687	0.8687	0.8687







Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

. reprography;  
. binding, whether artisanal or commercial, and the other finishing operations such as gilding or embossing;  
. the manufacture of paper or paperboard office supplies, such as writing, pads, note pads, forms, folders, order books, index cards, labels, envelopes, continuous feed forms, exercise booklets, rolls of paper for cash registers, mobile sheet separators, agendas or sheets for ring binders.

This unit also refers to:

- . the manufacture of paperboard or vinyl-covered paperboard ring binders or photo album;
- . the assembly of sample catalogues such as wallpaper, carpets, hair or paint shades;
- . the restoration of books;
- . the manufacture of folding boxes made out of non-corrugated paperboard;
- . the transformation of paper into wrapping paper or wallpaper;
- . the manufacture of embroidered articles such as badges and decorative articles;
- . embroidery on clothing;
- . the copying of CDs or DVDs;
- . the lamination of documents;
- . the manufacture of rubber stamps for offices;
- . mail-out preparation services;
- . inserting service;
- . the bagging of publicity documents.

This unit also refers to the following activities when done by the



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> <li>. wood planing or wood piece cutting services;</li> <li>. the application in the plant or workshop of products such as paint or varnish, to wood or wood products when the employer treats the wood, whether or not under pressure.</li> </ul> <p>An employer who trades in wood and who also dries wood is classified in this unit for the trade in this wood.</p> <p>An employer classified under this unit can also be classified in exceptional units 34410, 90010 and 90020.</p>								
34030	<p>Manufacturing or assembling pallets or containers made of wood used in the handling and transportation of merchandise; manufacturing wooden fences; manufacturing roof trusses, joists or rafters made of wood</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> <li>. the manufacture or assembly of wood pallets or containers used in the handling and transportation of merchandise;</li> <li>. the manufacture of wooden fences;</li> <li>. the manufacture of roof trusses, joists or rafters made of wood.</li> </ul> <p>This unit also refers to:</p> <ul style="list-style-type: none"> <li>. the manufacture of components of pallets, containers or fences made of wood;</li> <li>. the repair and recycling of pallets or containers made of wood;</li> <li>. the manufacture of reels made of wood;</li> <li>. the manufacture of pools made of wood;</li> </ul>	6.67	6.27	0.5219	0.5988	0.5760	1.4172	1.4172	1.4172

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<p>. the manufacture in the plant or workshop of wood frame house panels when the employer manufactures roof trusses, joists or rafters made of wood.</p> <p>This unit does not refer to:</p> <p>. the installation of manufactured products.</p> <p>An employer classified under this unit can also be classified in exceptional units 34410, 90010 and 90020.</p>								
34200	<p>Manufacturing paper pulp; manufacturing paper and paperboard; manufacturing wood fibre boards</p> <p>This unit refers to:</p> <p>. the manufacture of paper pulp;  . the manufacture of paper, paperboard, felt paper;  . the manufacture of wood fibre insulation boards.</p> <p>This unit also refers to:</p> <p>. the manufacture of cores for paper rolls for its own purposes;  . the production of electricity for its own purposes;  . the manufacture of chemicals for its own purposes.</p> <p>This unit also refers to the following activities when they are done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p>	1.53	1.26	0.1056	0.1075	0.0807	0.3096	0.3096	0.3096



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . manufacturing of particle boards, such as wood particle boards, waferboard or oriented strand board;
- . covering of boards with materials or products such as plastic, thermoplastic, melamine, laminate or paint;
- . printing of panels.

This unit also refers to:

- . the cutting of more than one of the following raw materials :
  - . rubber;
  - . cork;
  - . paper;
  - . plastic;
  - . paperboard;
  - . felt.
- . the manufacture of adhesive tape;
- . the manufacture of floating wood floors;
- . the manufacture of laminated counter tops;
- . the manufacture of pellets or mini-logs from sawdust;
- . the manufacture of cotton wool for body hygiene and care, cotton swabs, remover pads, nursing pads, pharmaceutical coils, adhesive bandages, and sanitary tampons or napkins.

This unit does not refer to:

- . the manufacture of wallpaper;
- . the manufacture of foldable non-corrugated cardboard boxes;
- . the installation of the manufactured products.

An employer classified under this unit can also be classified in



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	exceptional units 34410, 90010 and 90020.								
Exceptional unit 34410	<p>Transportation</p> <p>This unit includes the services of workers who transport, as truck drivers, bark, wood chips, logs, tree-length wood, timber, gravel, paper or other similar material.</p> <p>This unit also includes the loading of wood performed by the truck driver where it is performed during transportation activities.</p>	5.46	5.09	0.2112	0.3407	0.3298	0.7670	0.7670	0.7670
35010	<p>Manufacturing freestone products</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> <li>. the manufacture of freestone products such as grave monuments, furniture, slabs or curbs.</li> </ul> <p>Freestone refers to such stones as granite, marble or slate.</p> <p>This unit also refers to:</p> <ul style="list-style-type: none"> <li>. the cutting, grinding, shaping or finishing of freestone.</li> </ul> <p>This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> <li>. stone engraving.</li> </ul>	5.15	4.79	0.3958	0.4301	0.2694	1.1342	1.1342	1.1342





Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<p>This unit also refers to:</p> <ul style="list-style-type: none"> <li>. the manufacture of glass using a blowing iron.</li> </ul> <p>This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> <li>. serigraphy on glass.</li> </ul> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>. the installation referred to under units 80110 or 80150;</li> <li>. the collecting and recycling of glass.</li> </ul>								
35050	<p>Manufacturing clay-based products; manufacturing glass; manufacturing cement; manufacturing lime; manufacturing refractory products; manufacturing gypsum panels</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> <li>. the manufacture of products such as pottery, sanitary ware, tiles, table articles or electrical insulators that are clay based or involve similar materials such as porcelain, terracotta, ceramics or earthenware;</li> <li>. the manufacture of glass such as flat glass, hollow glass or glass microbeads from silica sand or recycled glass;</li> <li>. the manufacture of cement;</li> <li>. the manufacture of lime;</li> <li>. the manufacture of refractory products such as brick, tiles or</li> </ul>	1.94	1.65	0.1849	0.1651	0.1424	0.5189	0.5189	0.5189

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

. blocks;  
the manufacture of gypsum panels.

This unit also refers to:

- . the manufacture of charcoal or activated charcoal;
- . the manufacture of synthetic olivines;
- . the manufacture of expanded perlite or exfoliated vermiculite;
- . the manufacture of mica powder;
- . the manufacture of grindstone using bonded abrasives;
- . the manufacture of mineral fibre such as fiberglass or rock fibre;
- . the manufacture of products made of plaster.

This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:

- . the manufacture of monolithic refractory products;
- . the transformation of mineral fibres into products such as bulk insulation or mattresses;
- . the manufacture of joint compound.

This unit does not refer to:

- . the manufacture of ready-mixed concrete;
- . the manufacture of agricultural limestone;
- . the operation of pottery cafés;
- . the operation of a quarry;
- . the manufacture of wire and textiles made out of mineral fibre;

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

. the installation of manufactured products.

36050	Manufacturing metal products by stamping, machining or forging	2.30	2.00	0.1820	0.1896	0.1644	0.5078	0.5078	0.5078
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This unit refers to:

- . sheet metal work by mechanical processes such as : moulding, die stamping, stamping and cutting to manufacture products other than machines or equipment;
- . the use of dies to transform a piece of metal, in particular to lengthen it, crush it or drill it;
- . the heat-assisted forging of metal parts other than machines or equipment;
- . the manufacture by machining of metal parts other than machines or equipment.

This unit also refers to:

- . the manufacture of screws, nuts, bolts and rivets;
- . the manufacture of metal powder products including sintering operations;
- . the manufacture by machining of aircraft parts;
- . the manufacture and refurbishing of jacks;
- . the manufacture of industrial moulds and dies by machining;
- . the manufacture of ball bearings, roller bearings and needle bearings;
- . the refurbishing of parts for automobiles such as brakes, transmission or steering parts, in particular by the following operations :
  - . the disassembly of used parts and their refurbishing, in

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

particular by machining;  
. the assembly of components to obtain a refurbished part;  
. the refurbishing of diesel engines and automobile vehicle engines;  
. the manufacture of brakes and their components;  
. the manufacture of non-mechanized and tools;  
. the sharpening of tools;  
. reconditioning by using a metal spray gun;  
. the manufacture by machining of plastic parts other than machines or equipment.

This unit does not refer to:

- . the manufacture of industrial moulds made out of cast iron;
- . the refurbishing of vehicle parts when the part is disassembled from or mounted on the vehicle by workers of the employer;
- . the manufacture on the work site or on the job of gutters, pipes or other products from metal sheets;
- . the installation referred to under units 80030, 80130 and 80180;
- . the manufacture of synthetic bearing housings by casting;
- . the manufacture of metal boxes, cabinets and tubs when this manufacturing is done by the workers of an employer as part of the manufacturing by this employer of products referred to under another unit;
- . the manufacture of brake components by casting;
- . the manufacture in a foundry of products referred to under this unit.

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
36060	Manufacturing metal wire products	3.27	2.96	0.3618	0.3333	0.3233	0.7751	0.7751	0.7751

This unit refers to:

- . the manufacture by cold drawing of metal wire using drawing stock that is not produced in the same building, whether or not the employer has the wire undergo other operations, for example to insulate it;
- . the insulation of electric or communication wires and cables, when the metal wire or optical fibre is not produced in the same building;
- . the manufacture of products such as cables, springs, nails, fences made out of wire or metal rods that are not produced in the same building;
- . the manufacture of metal wire furniture.

This unit also refers to:

- . the manufacture of reinforcement mesh;
- . the operation of a bending yard elsewhere than on the work site or on the job.

This unit does not refer to:

- . the manufacture of wire or metal rod products by machining or forging;
- . the installation referred to under units 80030, 80100 and 80170.

An employer who manufactures furniture or furnishings that are







Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> <li>and 80160;</li> <li>. the manufacture of fabrics and sewing work;</li> <li>. the manufacture of outdoor metal siding;</li> <li>. the manufacture of ornamental iron products;</li> <li>. the manufacture in a foundry of products referred to under this unit;</li> <li>. the manufacture by extrusion of forms such as a extruded shapes.</li> </ul>								
36080	<p>Painting in the workshop of metal products; plating and heat treatment of metals in the workshop</p> <p>This unit refers to the following work when done in the workshop, elsewhere than on the work site or on the job:</p> <ul style="list-style-type: none"> <li>. the application on metal products of dry or liquid paint by spraying or other processes, including painting by electrostatic process;</li> <li>. the coating and plating of metal products, including the plating of precious metals;</li> <li>. the heat treatment of metals and metal products.</li> </ul> <p>This unit also refers to the following work when done in the workshop, elsewhere than on the work site or on the job:</p> <ul style="list-style-type: none"> <li>. protective coating by using a metal spray gun;</li> <li>. the enameling of metal products;</li> <li>. the polishing of metal;</li> <li>. the sandblasting of metal;</li> <li>. the plating and heat treatment of airplane parts.</li> </ul>	5.48	5.10	0.4978	0.5801	0.3927	1.5527	1.5527	1.5527

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>. vehicle body repair and painting work;</li> <li>. the application of rust-proofing and paint sealant to vehicles.</li> </ul> <p>An employer who applies rubber coating to products in the workshop and applies coatings involving other materials to these products or other products in the workshop is classified in this unit for these activities.</p>								
36090	<p>Manufacturing metal framing elements; manufacturing ornamental iron products; operating a stationary welding workshop; manufacturing scaffolding</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> <li>. the manufacture of metal framing elements, from structural steel plates and shapes that are not manufactured by the employer;</li> <li>. the manufacture of self-bracing building sections made of steel and the assembly of these sections in the workshop;</li> <li>. the manufacture of ornamental iron products;</li> <li>. the operation of a stationary welding workshop;</li> <li>. the manufacture of scaffolding.</li> </ul> <p>This unit also refers to:</p> <ul style="list-style-type: none"> <li>. the manufacture of parts of silos made out of metal;</li> <li>. artisanal forging;</li> <li>. aluminothermic welding;</li> <li>. the manufacture of leaf springs;</li> </ul>	5.27	4.90	0.5218	0.5004	0.4356	1.2729	1.2729	1.2729



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> <li>. dump trucks;</li> <li>. fire trucks;</li> <li>. commercial trucks;</li> <li>. ice melters and abrasive spreaders;</li> <li>. tanker trucks;</li> <li>. tow trucks;</li> <li>. armored cars;</li> <li>. the manufacture of trailers such as:               <ul style="list-style-type: none"> <li>. flatbed trailers whether covered or not;</li> <li>. trailers for the transport of automobiles;</li> <li>. dump trailers;</li> <li>. tank trailers;</li> <li>. utility trailers;</li> <li>. deck platform semi-trailers.</li> </ul> </li> </ul>								

This unit also refers to:

- . the manufacture of non-domestic snow blowers;
- . the manufacture of blades of graders and snow plows;
- . the manufacture of buckets of mechanical shovels, loaders, backhoes;
- . the manufacture of mechanized grapples and skidding scissors;
- . the manufacture and repair of locomotives and freight cars;
- . the adaptation of road vehicles for use on rails;
- . the manufacture of off-road heavy vehicles;
- . the manufacture of metal containers, including Roll-off systems;
- . the manufacture of garbage compactors;
- . the manufacture of aerial baskets, with or without the manufacture of baskets;

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> <li>. the manufacture of stalls, cages and paddocks using tubular metal;</li> <li>. the manufacture of forklifts.</li> </ul> <p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> <li>. the manufacture of forks, picks and hitches for heavy equipment;</li> <li>. the manufacture of farm ventilation systems.</li> </ul> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>. the manufacture in a foundry of products referred to under this unit;</li> <li>. the manufacture of farm buildings;</li> <li>. the manufacture of wooden floors for trailers by an employer who does not manufacture trailers;</li> <li>. the manufacture of reinforced plastic trailers;</li> <li>. the manufacture of reinforced plastic baskets by an employer who does not manufacture the aerial basket;</li> <li>. the rewinding of electric motors of locomotives;</li> <li>. the manufacture of truck boxes made out of reinforced plastic;</li> <li>. the manufacture of silos;</li> <li>. the manufacture of wire mesh containers.</li> </ul>								
36110	Manufacturing boilers and metal tanks; manufacturing heavy industrial machines and equipment	3.79	3.46	0.3398	0.2956	0.2619	0.8313	0.8313	0.8313









Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> <li>. equipment;</li> <li>. the manufacture or repair of automobile radiators;</li> <li>. the manufacture of sprayers;</li> <li>. the manufacture of pressure washer equipment;</li> <li>. the manufacture of tanning beds.</li> </ul> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>. the manufacture of equipment only requiring sheet metal work without the assembly of electrical or mechanical components, such as roof fans or chimney stacks;</li> <li>. the manufacture of heavy industrial refrigeration equipment requiring the assembly of pipes;</li> <li>. the manufacture in a foundry of products referred to under this unit;</li> <li>. the manufacture of non-electric lighting fittings;</li> <li>. glass work in the manufacture of electric lighting fittings;</li> <li>. the moulding of metal in the manufacture of electric lighting fittings;</li> <li>. the manufacture of lamp shades;</li> <li>. the installation referred to under units 69960, 80030 to 80250;</li> <li>. the manufacture of equipment for farm spraying or dusting;</li> <li>. the manufacture of thermostats;</li> <li>. the repair of radiators when the radiator is mounted on or removed from the vehicle by the workers of the employer.</li> </ul>								
36130	Manufacturing commercial kitchen appliances and equipment; manufacturing machines and equipment for the food, pharmaceutical and cosmetics industry; manufacturing machines and equipment for the maple growing industry; manufacturing machine-tools for working	1.51	1.24	0.1425	0.1521	0.1381	0.3148	0.3148	0.3148

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

metal and woodworking; manufacturing machines and equipment for the rubber, plastic, furniture and lumber industry

This unit refers to:

- . the manufacture of commercial kitchen appliances and equipment, such as:
  - . cooking appliances, stoves and ovens;
  - . food warming appliances;
  - . dishwashers;
- . the manufacture of machines and equipment for the food industry, such as:
  - . bakery product machines and equipment;
  - . bottling machines and equipment;
  - . slaughterhouse machines and equipment;
  - . brewery machines and equipment;
- . the manufacture of machines and equipment for the pharmaceutical and cosmetics industry;
- . the manufacture of machines and equipment for the maple products industry;
- . the manufacture of machine tools for working metal or woodworking;
- . the manufacture of machines and equipment for the rubber, plastic, furniture or lumber industry.

This unit also refers to:

- . the manufacture of machines and equipment for mobile sawmills;
- . the manufacture of assembly lines;























Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
.	the manufacture of cores.								
	This unit does not refer to:								
.	the manufacture by casting of parts using the cire perdue process.								
	An employer who engages in the manufacture by casting of cast iron, cast iron alloy, steel or steel alloy parts and in an activity referred to under unit 36300 is classified in this unit for these activities.								
36350	Casting of non-ferrous metals; manufacturing by casting of parts using the cire perdue process	2.92	2.61	0.3125	0.2528	0.2602	0.8740	0.8740	0.8740
	This unit refers to:								
.	the manufacture of non-ferrous metal parts by processes such as gravity die casting, die casting, sand casting or plaster mould casting, including their machining and finishing;								
.	the manufacture by casting of parts using the cire perdue process, including their finishing.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	the manufacture of models, moulds or dies;								
.	the manufacture of cores.								
	An employer who engages, in the same building, in the manufacture by								





Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
.	the trade in, rental or repair of can or bottle recycling machines;								
.	the trade in refrigerated cabinets or counters;								
.	the trade in coffins or urns;								
.	the trade in, rental or repair of arcade games;								
.	the repair of video lottery terminals;								
.	the trade in parabolic antennas;								
.	the rental of exhibition stands;								
.	the trade in or repair of commercial kitchen machines and equipment, such as :								
.	. cooking appliances, stoves and ovens;								
.	. appliances for reheating food;								
.	. dishwashers;								
.	the trade in or rental of automatic bank tellers;								
.	the repair or maintenance of systems, other than central, refrigeration or air conditioning systems.								

This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of trading or renting activities referred to under this unit:

- . the trade in or rental of interior decorating accessories, vacuum cleaners, small household appliances, floor covering, lighting fixtures or air conditioners;
- . the trade in antiques;
- . the trade in compact discs, software or DVDs;
- . the trade in commercial cooking accessories, such as :
  - . dishware;
  - . cookware;
  - . utensils.

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>. the restoration of furniture, such as : <ul style="list-style-type: none"> <li>. stripping;</li> <li>. upholstering;</li> <li>. painting, staining or varnishing;</li> </ul> </li> <li>. the installation of parabolic antennas;</li> <li>. the installation of products sold or rented when referred to in units 80030 to 80250;</li> <li>. the installation of audio or video systems for automobile vehicles.</li> </ul> <p>An employer who sells or rents in the same building a product referred to under this unit and a product referred to under unit 54020 is classified in this unit for these activities.</p>								
54020	<p>Trading in or renting office machines and equipment; trading in small home appliances; trading in, renting or repairing computer equipment and peripherals; trading in or renting electric or electronic medical or laboratory equipment; trading in medical, dental or surgical instruments or supplies; trading in or renting telephone or communication equipment; trading in, renting or repairing photographic material and equipment; photography service; film development and printing service</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> <li>. the trade in or rental of office machines and equipment, such as : <ul style="list-style-type: none"> <li>. photocopiers;</li> <li>. fax machines;</li> </ul> </li> </ul>	0.79	0.54	0.0381	0.0352	0.0345	0.1298	0.1298	0.1298



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . two-way communication systems;
- . the trade in, rental or repair of photographic material and equipment, such as :
  - . cameras;
  - . lenses;
  - . film rolls;
  - . tripods;
- . photography service;
- . film development and printing service.

This unit also refers to:

- . the trade in, rental or repair of sewing machines;
- . the trade in personal care equipment, such as :
  - . curling irons;
  - . razors;
  - . hair dryers;
- . the trade in lighting fixtures, such as :
  - . lamps;
  - . lights;
- . the trade in video game consoles;
- . the trade in alarm systems without installation;
- . the trade in or rental of water coolers;
- . the trade in or rental of domestic equipment used to treat drinking water;
- . the rental of medical oxygen equipment;
- . the trade in equipment for making beverages at home such as:
  - . juice;
  - . wine;
  - . beer.

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> <li>. the trade in compact discs, software or DVDs;</li> <li>. the trade in office supplies, such as : <ul style="list-style-type: none"> <li>. paper;</li> <li>. cash register rolls;</li> <li>. pencils;</li> </ul> </li> <li>. the repair of office machines and equipment;</li> <li>. the trade in vacuum cleaners;</li> <li>. the trade in orthoses;</li> <li>. the trade in parabolic antennas;</li> <li>. the assembly of computers;</li> <li>. the repair of small household appliances or personal care equipment;</li> <li>. the trade in lighting supplies, such as : <ul style="list-style-type: none"> <li>. bulbs;</li> <li>. fluorescent lights;</li> </ul> </li> <li>. the repair of lighting fixtures;</li> <li>. the trade in video game supplies, such as : <ul style="list-style-type: none"> <li>. joysticks;</li> <li>. cables;</li> <li>. memory cards;</li> </ul> </li> <li>. the repair of video game consoles;</li> <li>. the repair of water coolers or domestic equipment to treat drinking water;</li> <li>. the trade in concentrates for making beverages at home;</li> <li>. the trade in water.</li> </ul>								





Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

This unit also refers to:

- . the trade in windowpanes or mirrors;
- . store window decoration service;
- . the trade in or rental of vacuum cleaners, polishing machines or machines to wash floors or carpets;
- . the trade in cleaning products for vehicles, such as :
  - . waxes;
  - . soaps;
- . the trade in manual wrapping equipment;
- . the trade in cleaning articles, such as :
  - . brooms;
  - . mops;
  - . feather dusters;
  - . dish mops.

This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:

- . the trade in interior decorating accessories, such as :
  - . lighting fixtures;
  - . knick-knacks;
  - . bathroom accessories;
- . the trade in hand soap;
- . the trade in adhesive tape for packaging;
- . the repair of vacuum cleaners, polishing machines or machines for washing floors or carpets;
- . interior decorating design service.





Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> <li>. adjustments and minor repairs to clothing;</li> <li>. printing by transfer or using specialized printers;</li> <li>. trading in jewellery.</li> </ul> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>. the making of clothing samples.</li> </ul>								
54050	<p>Department stores; retailing supplies for the home and for automobiles; one-price stores</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> <li>. department stores or fixed auction sites engaging under one roof in the trade in a variety of merchandise, such as : <ul style="list-style-type: none"> <li>. furniture, electric appliances or audio and video equipment;</li> <li>. dishware, glassware or cutlery;</li> <li>. clothing or shoes;</li> <li>. books, office supplies, gift wrapping supplies or greeting cards;</li> <li>. seasonal articles or tools;</li> <li>. games or toys;</li> <li>. food stuffs;</li> <li>. make-up or perfume;</li> </ul> </li> <li>. the retailing of supplies for the home and for automobiles in</li> </ul>	2.61	2.31	0.2722	0.2856	0.2755	0.7350	0.7350	0.7350

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<p>the same building, such as :</p> <ul style="list-style-type: none"> <li>. small electrical appliances or audio and video equipment;</li> <li>. dishware, glassware or cutlery;</li> <li>. sports or gardening articles;</li> <li>. seasonal articles or tools;</li> <li>. parts, supplies and accessories for automobiles;</li> </ul> <p>. one-price stores engaging under one roof in the trade in a variety of low-cost merchandise, such as :</p> <ul style="list-style-type: none"> <li>. dishware, glassware and cutlery;</li> <li>. games, toys or handicraft supplies;</li> <li>. office supplies, gift wrapping supplies or greeting cards;</li> <li>. seasonal articles;</li> <li>. food stuffs.</li> </ul> <p>This unit also refers to:</p> <ul style="list-style-type: none"> <li>. the retail trade in food, equipment or supplies for pets such as dogs, cats or budgies;</li> <li>. the placing of merchandise on shelves;</li> <li>. the operation of stands or squad services for promotional activities such as: <ul style="list-style-type: none"> <li>. the tasting of food products;</li> <li>. the distribution of samples, posters or documents;</li> <li>. the demonstration of products;</li> </ul> </li> <li>. the trade in a varied range of promotional items, such as : <ul style="list-style-type: none"> <li>. agendas;</li> <li>. calendars;</li> <li>. clothing;</li> <li>. key-rings;</li> <li>. cups.</li> </ul> </li> </ul>								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<p>This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> <li>. the trade in trees, bushes, plants or flowers.</li> </ul> <p>Retail trade refers to mainly selling goods to consumers for personal or home use.</p> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>. a photography service or a film printing and development service;</li> <li>. pet grooming or boarding services;</li> <li>. the activities referred to in unit 54350;</li> <li>. the retailing of gasoline or diesel fuel;</li> <li>. the cutting, making, preparation or processing of food stuffs intended for sale.</li> </ul> <p>This unit also refers to the printing by transfer or by using specialized printers when it is done by workers of an employer as part of the carrying out by this employer of the trade in a variety of promotional items.</p>								
54060	Trading in dishes, pottery, knick-knacks, glassware, cutlery, utensils or cookware; trading in or lending of games or toys; trading in or repairing jewellery; operating a jewellery store; trading in posters, paintings, frames or materials for artists; framing service for canvasses, documents or posters; trading in records, cassettes, compact discs, DVDs or software; operating a video club; trading in or distribution of	1.26	0.99	0.0706	0.0774	0.0855	0.2717	0.2717	0.2717

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	documents; trading in office supplies, gift-wrapping supplies or greeting cards								
	This unit refers to:								
	<ul style="list-style-type: none"> <li>. the trade in dishes, pottery, knick-knacks, cutlery, utensils or cookware;</li> <li>. the trade in or lending of games or toys;</li> <li>. the trade in or repair of jewellery;</li> <li>. the operation of a jewellery store;</li> <li>. the trade in posters, paintings, frames or materials for artists, such as : <ul style="list-style-type: none"> <li>. brushes;</li> <li>. canvasses;</li> <li>. tubes of paint;</li> </ul> </li> <li>. framing service for canvasses, documents or posters;</li> <li>. the trade in records, cassettes, compact discs, DVDs or computer software;</li> <li>. the operation of a video club;</li> <li>. the trade in or the distribution of documents such as books, newspapers, magazines or advertising pamphlets;</li> <li>. the trade in office supplies, gift-wrapping supplies or greeting cards.</li> </ul>								
	This unit also refers to:								
	<ul style="list-style-type: none"> <li>. the assembly, setting or engraving of jewels;</li> <li>. the trade in watches or clocks;</li> <li>. the trade in eye glasses;</li> <li>. the trade in small collector's items, such as:</li> </ul>								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . stamps;
- . currencies;
- . figurines;
- . cards;
- . art galleries;
- . the trade in handicrafts or souvenirs;
- . the trade in religious articles, such as :
  - . medals;
  - . statuettes;
  - . rosary beads;
- . the trade in candles and candlesticks;
- . the trade in erotic articles and clothing;
- . the trade in lottery tickets;
- . the trade in trophies and commemorative plaques.

This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:

- . the repair of watches or clocks;
- . laminating service.

This unit also refers to the manufacture of jewellery when done by the workers of an employer as part of the operation of a jewellery store.

This unit does not refer to:

- . the trade in eye glasses done by a dispensing optician or optometrist;
- . the manufacture of mouldings for frames.

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
54070	Trading, in the same building, in a variety of products mainly intended for construction, renovation and decoration; trading in wood; trading in building materials; trading in prefabricated joinery; trading in fences or balustrades; trading in doors, windows or outdoor siding; trading in kitchen or bathroom cabinets or counters; trading in trees, shrubs, plants or flowers, including flower shops; trading in grave monuments	2.30	2.01	0.1921	0.2134	0.1909	0.5632	0.5632	0.5632

This unit refers to:

- . the trade, in the same building, in a variety of products mainly intended for construction, renovation and decoration, such as :
  - . wood or other building materials;
  - . electrical supplies;
  - . tools;
  - . paint and wallpaper;
  - . plumbing;
  - . doors and windows;
  - . hardware articles;
  - . floor covering;
  - . sanitary fixtures;
  - . heating and air conditioning equipment;
- . the trade in wood, such as :
  - . rough or planed timber;
  - . plywood;
  - . wood or wood fibre panels;
- . the trade in building materials, such as :
  - . bricks;
  - . flagstones;
  - . gravel;
  - . insulation;







Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
.	trailers, worksite trailers, fifth wheel trailers or camper bodies;								
.	the trade in, rental or mechanical repairs to boats with a motor, such as :								
	. yachts;								
	. pleasure pontoons;								
.	the trade in, rental or repair of machines and equipment for outdoor household maintenance work or landscaping work, such as :								
	. cultivators;								
	. roto spaders;								
	. chainsaws;								
	. snowblowers;								
	. hedge trimmers or edge trimmers;								
	. garden tractors or lawnmowers;								
.	the trade in, rental or repair of power tools, such as :								
	. drills;								
	. sanders;								
	. saws;								
	. sharpeners;								
	. drill presses;								
	. table saws;								
.	the rental of a variety of machines and equipment for outdoor home maintenance work or landscaping work or tools.								

This unit also refers to:

- . the trade in, rental or repair of outboard motors;
- . the trade in or rental of sailboats;
- . a rental centre for a variety of articles or equipment for

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- receptions and celebrations, such as :
  - . tents or big tops;
  - . tables or chairs;
  - . lighting systems or audio and video equipment;
  - . dishware, glassware or cutlery;
  - . kitchen equipment;
- . the rental of tents or big tops;
- . the trade in, rental or installation of temporary wood garages;
- . the trade in or rental of equipment and material for traffic safety, such as :
  - . road signs;
  - . cones;
  - . safety barriers;
- . the trade in, rental or installation of canvas shelters or canopies.

This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:

- . the trade in or rental of non-motorized boats, such as :
  - . kayaks;
  - . canoes;
  - . pedalos;
  - . sailboards;
- . the trade in or rental of boat accessories;
- . the trade in utility trailers;
- . the mechanical repair of sailboats;
- . the repair of caravans, camping trailers, park trailers, building site trailers, fifth wheel trailers or camper bodies;

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . the trade in propane gas;
- . the trade in accessories for power tools, such as :
  - . grindstones;
  - . abrasives;
  - . blades;
  - . drill bits.

This unit also refers to the rental of the following equipment when it is done by the workers of an employer as part of the activity of renting a variety of machines and equipment for outdoor household maintenance work or landscaping or tools:

- . welding equipment;
- . generators or compressors;
- . tow-hoes;
- . scaffolding;
- . mobile elevating platforms.

This unit does not refer to:

- . the installation of scaffolding or big tops;
- . the rental of motor boats or sailboats with the services of a captain;
- . the rental of snowmobiles, personal watercraft, recreational all-terrain vehicles, motorcycles or non-motorized boats with a guide service;
- . the operation of a trailer park;
- . the installation of road safety equipment or material.

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
54090	Trading in connection or communication devices, electric or electronic parts or components; trading in measurement, calibration or control instruments; trading in sanitary appliances; trading in heating equipment; trading in woodstoves or prefabricated fireplaces; trading in air conditioning equipment	1.43	1.17	0.0760	0.0716	0.0614	0.2848	0.2848	0.2848

This unit refers to:

- . the trade in connection or communication devices, electric or electronic parts or components, such as :
  - . switches;
  - . chips or microprocessors;
  - . printed circuit boards;
  - . connectors or other connection elements;
  - . semi-conductors;
  - . electric fuses;
  - . breakers;
  - . electric light bulbs;
- . the trade in measurement, calibration or control instruments, such as :
  - . water metres;
  - . gages;
  - . thermostats;
- . the trade in sanitary appliances, such as :
  - . bathtubs;
  - . toilet bowls and tanks;
  - . sinks;
  - . urinals;
- . the trade in heating equipment, such as :
  - . space-heaters;

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . furnaces;
- . heat pumps;
- . electric baseboards;
- . the trade in woodstoves or prefabricated fireplaces;
- . the trade in air conditioning equipment, such as :
  - . air conditioners;
  - . dehumidifiers;
  - . humidifiers.

This unit also refers to:

- . the trade in hardware articles, such as :
  - . bolts;
  - . hinges;
  - . nails;
  - . nuts;
  - . rivets;
  - . screws;
- . the trade in safes;
- . the trade in household ventilation equipment, such as :
  - . air supply units;
  - . air-air heat exchangers.

This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:

- . the installation, repair or maintenance of heating or air conditioning equipment;
- . the trade in plumbing supplies.



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	This unit also refers to:								
	<ul style="list-style-type: none"> <li>. the trade in or rental of physical fitness equipment, such as : <ul style="list-style-type: none"> <li>. exercise equipment;</li> <li>. weight-lifting equipment;</li> </ul> </li> <li>. the trade in or rental of equipment for shooting, such as : <ul style="list-style-type: none"> <li>. firearms;</li> <li>. bows;</li> <li>. crossbows;</li> <li>. ammunition;</li> <li>. arrows;</li> <li>. targets;</li> </ul> </li> <li>. the trade in or rental of equipment for camping or the outdoors, such as : <ul style="list-style-type: none"> <li>. tents;</li> <li>. sleeping bags;</li> <li>. portable stoves;</li> <li>. mess-kits;</li> <li>. air mattresses;</li> </ul> </li> <li>. the trade in game tables and accessories, such as : <ul style="list-style-type: none"> <li>. billiards;</li> <li>. table hockey;</li> <li>. ping-pong;</li> </ul> </li> <li>. the repair and adjustment of musical instruments;</li> <li>. the trade in equipment for playgrounds, such as : <ul style="list-style-type: none"> <li>. swings;</li> <li>. slides;</li> <li>. monkey bars;</li> </ul> </li> <li>. the trade in or rental of non-motorized boats, such as : <ul style="list-style-type: none"> <li>. kayaks;</li> </ul> </li> </ul>								



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . canoes;
- . pedalos;
- . sailboards;
- . the trade in or rental of boat accessories, such as :
  - . paddles;
  - . life jackets;
- . the sharpening of skis or skates;
- . the operation of a pawnbrokerage business.

This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:

- . the repair of sporting goods and equipment;
- . the trade in outdoor furniture;
- . the filling of compressed air bottles;
- . the opening, closing and cleaning of pools or spas;
- . the trade in, rental or installation of canvas shelters or canopies;
- . the trade in cassettes, compact discs or DVDs;
- . the trade in pool and spa accessories or maintenance products.

This unit does not refer to:

- . the installation, construction or repair of pools and spas;
- . the installation of the products sold or rented when they are referred to in units 80030 to 80250;
- . the repair of church organs.

An employer who engages both in the trade in or rental of sporting,

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	camping, outdoor or bicycling articles or equipment and in the trade in sporting, camping, outdoor or bicycling clothing or shoes is classified in this unit for these activities.								
54210	Trading in metals or alloys in primary or laminated forms; operating a metal or alloy cutting workshop	4.14	3.80	0.2849	0.2518	0.2641	0.9890	0.9890	0.9890
	This unit refers to:								
	<ul style="list-style-type: none"> <li>. the trade in metals or alloys in primary or laminated forms, such as : <ul style="list-style-type: none"> <li>. pig;</li> <li>. ingots;</li> <li>. billets;</li> <li>. sheets;</li> </ul> </li> <li>. the operating of a metal or alloy cutting workshop.</li> </ul>								
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of the trade in metals or alloys:								
	<ul style="list-style-type: none"> <li>. the cutting of metals or alloys.</li> </ul>								
	This unit does not refer to:								
	<ul style="list-style-type: none"> <li>. the operation of a welding workshop;</li> <li>. the manufacture of reinforcement mesh;</li> <li>. the operation of a scrapping workshop;</li> <li>. the manufacture of metal framing members.</li> </ul>								



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . the trade in, rental or repair of forklifts;
- . the trade in, rental or repair of mobile lifting devices, such as :
  - . aerial baskets;
  - . mobile elevating platforms.

This unit also refers to:

- . the rental of scaffolding or bleachers;
- . the trade in or rental of equipment that can be attached to farm tractors, heavy equipment, forklifts or mobile lifting devices, such as :
  - . buckets;
  - . mechanized grapples or scissors;
  - . non-domestic snowblowers;
  - . grader or snow plow blades;
- . the trade in parts for farm tractors, heavy equipment, forklifts or mobile lifting devices;
- . the trade in or rental of locomotives or freight cars;
- . the trade in or rental of containers.

This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:

- . the trade in, rental or repair of household machines and equipment used for maintenance or landscaping work, such as :
  - . rotary cultivators;
  - . roto spaders;
  - . chainsaws;
  - . snowblowers;

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> <li>. hedge trimmers or edge trimmers;</li> <li>. lawn tractors;</li> <li>. the rental of tools;</li> <li>. the trade in or rental of trailers;</li> <li>. the trade in hoists or shelves;</li> <li>. the repair of containers;</li> <li>. the trade in or rental of wood pallets.</li> </ul> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>. the installation of scaffolding or bleachers;</li> <li>. the rental, with an operator, of farm tractors, heavy equipment, forklifts or mobile lifting devices;</li> <li>. the rental, with installation, of stationary cranes;</li> <li>. the operation of a mobile welding unit;</li> <li>. the repair of locomotives or freight cars;</li> <li>. the repair of wood pallets;</li> <li>. the operation of a body shop.</li> </ul> <p>An employer who performs in the same building an activity referred to under this unit and an activity referred to in unit 54080 is classified in this unit for these activities.</p>								
54230	Trading in or renting heavy industrial machines and equipment; trading in or renting machines and equipment for the manufacturing industry; trading in or renting farm machines and equipment other than for working the land or crops; trading in or renting stationary lifting or handling equipment	1.19	0.93	0.0620	0.0439	0.0638	0.1525	0.1525	0.1525

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	This unit refers to:								
	<ul style="list-style-type: none"> <li>. the trade in or rental of the following heavy industrial machines and equipment : <ul style="list-style-type: none"> <li>. industrial dust extractors, cyclones or heat exchangers;</li> <li>. machines and equipment for the paper industry;</li> <li>. machines and equipment for the sawmill industry;</li> <li>. machines and equipment for the mining industry;</li> <li>. machines and equipment for the primary metallurgy industry;</li> </ul> </li> <li>. the trade in or rental of machines and equipment for the manufacturing industry, such as : <ul style="list-style-type: none"> <li>. machines and equipment for bakeries and pastry-makers;</li> <li>. machines and equipment for bottling or packaging;</li> <li>. slaughterhouse machines and equipment;</li> <li>. brewery machines and equipment;</li> <li>. machines and equipment for the pharmaceutical and cosmetics industry;</li> <li>. machines-tools for working metal or wood;</li> <li>. machines and equipment for the rubber, plastics, furniture or machined lumber industry;</li> <li>. machines and equipment for mobile sawmills;</li> </ul> </li> <li>. the trade in or rental of farm machines and equipment other than for working the land and crops, such as : <ul style="list-style-type: none"> <li>. cow ties;</li> <li>. grain silos;</li> <li>. maple product equipment;</li> <li>. equipment for dairy, hog, poultry or cattle production;</li> </ul> </li> <li>. the trade in or rental of stationary lifting or handling equipment, such as :</li> </ul>								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . conveyors;
- . hoists;
- . pulleys;
- . conveyor parts or belts.

This unit also refers to:

- . the trade in or rental of compressors;
- . the trade in or rental of industrial machines and equipment for the treatment of wastewater and drinking water;
- . the trade in equipment for mechanical or bodywork repairs, such as :
  - . tire machines;
  - . machines for aligning or balancing tires;
  - . lifts;
- . the trade in fuel tanks or pumps;
- . the trade in pressure washer equipment;
- . the trade in industrial or commercial scales;
- . the trade in or rental of pumps, such as :
  - . water pumps;
  - . swimming pool pumps;
  - . sewer pumps;
  - . industrial pumps;
- . the trade in equipment for greenhouse or hydroponic operations;
- . the trade in or rental of :
  - . motor-generator sets;
  - . transformers;
  - . electricity generators;
  - . electric or diesel motors;

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
.	the trade in or rental of industrial ovens, furnaces or heat chambers;								
.	the trade in or rental of welding equipment or devices without the trade in the related gases.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	the trade in or rental of tools;								
.	the trade in parts intended for machines and equipment referred to under this unit;								
.	repairs when done elsewhere than on the worksite or on the job.								
	This unit does not refer to:								
.	the construction of grain silos or greenhouses;								
.	the refurbishing of electric or diesel motors;								
.	repairs to a pump when the employer also rewires the motor of said pump;								
.	the rewiring of electric motors.								
	This unit does not refer to the installation, maintenance and repair of machines and equipment referred to in units 69960 or 80030 to 80250.								
54240	Trading in fuel oil, propane gas, lubricating oils and greases or butane; trading in chemical products; trading in or maintaining fire extinguishers	2.60	2.30	0.1346	0.1703	0.1546	0.6016	0.6016	0.6016





Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
.	the trade in, rental, maintenance or installation of equipment, such as : <ul style="list-style-type: none"> <li>. burners;</li> <li>. furnaces or floor furnaces;</li> <li>. barbecues or ranges;</li> <li>. water heaters or heat pumps;</li> <li>. tanks or bottles;</li> </ul>								
.	the trade in fire protection equipment, such as : <ul style="list-style-type: none"> <li>. emergency light fixtures;</li> <li>. hoses;</li> <li>. alarms;</li> </ul>								
.	the bottling of sold products.								
<p>An employer who engages both in the trade in pyrotechnical devices or explosives and in the presentation of pyrotechnical shows is classified in this unit for these activities.</p> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>. chimney sweeping service;</li> <li>. the trade in maintenance or cleaning products;</li> <li>. the trade in pest control products;</li> <li>. work related to pipefitting, plumbing, sheet metal work, electricity or electronics;</li> <li>. the installation of underground tanks;</li> <li>. the trade in coating products.</li> </ul>									
54250	Trading in food for farm animals; trading in seeds, seeds for sowing or mixed or unmixed cereal crops; trading in pest control products; trading in domestic animals; pet grooming service	2.49	2.19	0.2256	0.1747	0.1573	0.8189	0.8189	0.8189

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

This unit refers to:

- . the trade in food for farm animals such as cattle, hogs, horses or poultry;
- . the trade in seeds, seeds for sowing or mixed or unmixed cereals, such as :
  - . wheat;
  - . corn;
  - . barley;
  - . beans or dried peas;
- . the trade in pest control products, such as :
  - . insecticides;
  - . rat poison;
  - . pesticides;
  - . fungicides;
- . the trade in domestic animals;
- . domestic animals grooming service.

This unit also refers to:

- . grain elevator service;
- . the trade in shreds, chips or sawdust;
- . shred, chip or sawdust bagging service;
- . the trade in fertilizers;
- . the wholesale trade in food, equipment or supplies for pets;
- . the trade in potting soil.

This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . plastic;
- . paper;
- . cardboard;
- . metal;
- . rubber;

This unit also refers to:

- . the demolition by crushing of automobile vehicles;
- . inserting service.

An employer who engages both in the recycling of clothing or textile materials and in the manufacture of diapers or cloths made of fabric is classified in this unit for these activities.

This unit does not refer to:

- . the removal of recyclable materials or objects except when it is done using the “Roll off” container system by the workers of an employer as part of the carrying out by this employer of the picking up of recyclable materials or objects. This unit then refers to the rental of the related containers;
- . the demolition or the stripping referred to in units 80080 to 80110;
- . recycling with the trade in automobile parts or accessories;
- . the trade in clothing;
- . the collection for reconditioning and resale of objects, such as :
  - . furniture;
  - . household appliances;
  - . sporting goods.

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
54320	Trading in new or used automobile vehicles; trading in new or used caravans or motorized trailers; renting automobile vehicles; renting caravans or motorized trailers; trading in or renting trailers	1.64	1.37	0.0923	0.1089	0.1235	0.3431	0.3431	0.3431

This unit refers to:

- . the trade in new or used automobiles, trucks, buses or coaches;
- . the trade in new or used caravans or motorized trailers;
- . the rental of automobiles, trucks, buses or coaches;
- . the rental of caravans or motorized trailers;
- . the trade in or rental of trailers, such as :
  - . flatbed trailers whether covered or not;
  - . trailers for the transport of automobiles;
  - . dump trailers;
  - . tank trailers;
  - . low-bed semi-trailers;
  - . utility trailers.

This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of the activities referred to under this unit:

- . the trade in tourism trailers, camping trailers, park trailers, building site trailers, fifth wheel trailers or camper bodies.

This unit does not refer to:

- . the activities referred to in units 54340, 54350 and 54360.

An employer who performs both an activity referred to under this unit







Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	the purposes of the carrying out by this employer of an activity referred to in units 54350 or 54360.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	<ul style="list-style-type: none"> <li>. the trade in maintenance products for automobile vehicles, such as : <ul style="list-style-type: none"> <li>. waxes;</li> <li>. soaps;</li> <li>. additives;</li> <li>. antifreeze;</li> <li>. oils;</li> <li>. lubricants;</li> <li>. the trade in tires;</li> <li>. the trade in automobile vehicle paint.</li> </ul> </li> </ul>								
	This unit does not refer to:								
	<ul style="list-style-type: none"> <li>. the repair or installation of sold products.</li> </ul>								
54350	Trading in or installing tires or tubes; operating an automobile vehicle repair workshop; automobile vehicle road service or towing service; recycling with the trade in used automobile vehicle parts and accessories; operating an automobile vehicle muffler components installation workshop; operating an automobile vehicle suspension repair workshop	3.97	3.64	0.2895	0.2842	0.2454	0.9311	0.9311	0.9311







Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . meat, fish or seafood;
- . the wholesale trade in beverages, both alcoholic and non-alcoholic;
- . the transport of raw milk.

This unit also refers to:

- . the itinerant wholesale trade in foodstuffs;
- . the wholesale trade in natural ice;
- . the wholesale trade in tobacco products;
- . the wholesale trade in water.

This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:

- . the wholesale trade in non-food products such as:
  - . body hygiene or care products;
  - . over-the-counter drugs;
  - . maintenance and cleaning products;
  - . wrapping supplies;
  - . sanitary supplies.

Wholesale trade refers to the trade in goods for resale or for commercial, industrial, institutional or professional use.

Retail trade refers to mainly selling goods to consumers for personal or home use.



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<p>of an employer as part of the operation by this employer of a retail trade in ready-made dishes or a retail trade in cold meats, country style pâtés, cretons, terrines or other similar products:</p> <ul style="list-style-type: none"> <li>. the cooking of dough for pastry or bakery products.</li> </ul> <p>Retail trade refers to mainly selling goods to consumers for personal or home use.</p> <p>An employer who engages in the same building in the retail trade in cold meats, country style pâtés, cretons, terrines or other similar products and the retail trade in cheese is classified in this unit for these activities.</p> <p>An employer who operates a convenience store and engages in the retail trade of fresh meat there is classified in this unit for these activities.</p>								
54430	<p>Convenience store; retail trade in beverages, whether alcoholic or non-alcoholic; trading in gasoline or diesel fuel at the pump</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> <li>. the operation of a convenience store;</li> <li>. the retail trade in beverages, both alcoholic and non-alcoholic;</li> <li>. the trade in gasoline or diesel fuel at the pump.</li> </ul> <p>This unit also refers to:</p> <ul style="list-style-type: none"> <li>. the retail trade in water;</li> <li>. the retail trade in tobacco products;</li> </ul>	1.76	1.48	0.1475	0.1554	0.1531	0.4756	0.4756	0.4756

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . the retail trade in coffee, tea or herbal tea;
- . the retail trade in spices;
- . the retail trade in pastry products;
- . the retail trade in bakery products;
- . the retail trade in confectionery products;
- . the retail trade in nuts;
- . the retail trade in cheese;
- . the operation of an automatic car wash.

This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to in this unit:

- . the cooking of dough for pastry or bakery products;
- . the rental of films or video game software;
- . the retail trade in ready-made products;
- . the retail trade in products for automobile vehicles such as:
  - . oil;
  - . windshield wiper fluid;
  - . maintenance or cleaning products.

Retail trade refers to mainly selling goods to consumers for personal or home use.

This unit does not refer to:

- . the roasting of coffee;
- . the manufacture of ready-made dishes except for sandwiches when they are manufactured as part of the carrying out by the employer of activities referred to in this unit;



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

. the activities referred to in units 68010 and 68020.

54440	Trading in body hygiene and care products; trading in drugs	0.95	0.69	0.0517	0.0571	0.0573	0.1728	0.1728	0.1728
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This unit refers to:

- . the trade in body hygiene and care products, for human or animal use, such as:
  - . cosmetics;
  - . toothpastes;
  - . lotions;
  - . perfumes;
  - . hair products;
  - . soaps;
- . the wholesale trade in prescription or over-the-counter drugs, for human or animal use, such as:
  - . analgesics;
  - . anesthetics;
  - . antibiotics;
  - . anti-inflammatories;
  - . antiseptics;
  - . hormones;
- . the operation of a drugstore.

This unit also refers to:

- . the trade in nutraceutical products such as:
  - . black radish vials;
  - . probiotic yoghurt capsules;
  - . lycopene capsules;

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . the trade in vitamins and dietary minerals;
- . the trade in therapeutic substances such as:
  - . homeopathic remedies;
  - . phytotherapy products;
- . the trade in or leasing of orthoses such as:
  - . crutches;
  - . cervical collars;
  - . wheelchairs;
  - . lumbar supports;
- . the operation of a postal outlet;
- . clothing depot service;
- . the trade in bus and sightseeing bus tickets.

This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to in this unit:

- . the trade in functional foods such as:
  - . soya beverages;
  - . margarines enriched with phytosterols;
- . the trade in shoes;
- . the repair of orthoses.

Wholesale trade refers to the trade in goods for resale or for commercial, industrial, institutional or professional use.

An employer who operates a postal outlet or a clothing depot service or who engages in the trade in bus or sightseeing bus tickets and another activity is classified for these activities in the unit that refers to this other activity.

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
55010	Air transportation; services related to air transportation	2.34	2.05	0.2096	0.1828	0.1760	0.5924	0.5924	0.5924

This unit refers to:

- . the transportation by air of persons or merchandise, such as:
  - . air transportation whether or not according to a fixed schedule;
  - . transportation of letters, documents or parcels by air;
  - . tourism or recreational air transportation;
  - . air ambulances;
- . services related to air transportation, such as :
  - . operating an airport;
  - . aircraft rentals;
  - . loading and unloading of aircraft;
  - . aircraft inspection and maintenance other than aircraft mechanics;
  - . mechanical maintenance and refurbishing of aircraft when done by an air carrier;
  - . passenger transfer service;
  - . replenishing;
  - . reception and baggage transfer service;
  - . air traffic controller service;
  - . de-icing of planes.

This unit also refers to:

- . spreading and dispersing of products by air;
- . aerial surveillance;
- . aerial surveying;
- . aerial photography and mapping;

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio			
				2015	2016	2017	2014	2015	2016	
	<ul style="list-style-type: none"> <li>. aerial advertising;</li> <li>. aerial collection of geophysical data;</li> <li>. flying schools;</li> <li>. skydiving schools.</li> </ul> <p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> <li>. storage services;</li> <li>. maintenance of landing strips.</li> </ul>									
55020	<p>Maritime and rail transport; services related to maritime and rail transport</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> <li>. transportation of passengers or merchandise by water, such as : <ul style="list-style-type: none"> <li>. maritime transport whether or not according to a fixed schedule;</li> <li>. tourism or recreational maritime transport;</li> </ul> </li> <li>. services related to maritime transport, such as : <ul style="list-style-type: none"> <li>. towing and docking boats;</li> <li>. barge or platform towing service;</li> <li>. installation and maintenance of maritime markers;</li> <li>. maritime piloting services;</li> <li>. operating port facilities;</li> </ul> </li> <li>. rail transport of passengers and merchandise, such as : <ul style="list-style-type: none"> <li>. rail transport whether or not according to a fixed schedule;</li> </ul> </li> </ul>	3.25	2.93	0.1783	0.2144	0.1779	0.5611	0.5611	0.5611	

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . tourism or recreational rail transport;
- . services related to rail transport, such as :
  - . brush and snow removal along railway tracks;
  - . cleaning rail cars;
  - . loading and unloading rail cars;
  - . merchandise stowage service related to rail transport;
  - . operating a railway station.

This unit also refers to:

- . towing and wood collection services on water using boats;
- . boat with crew rental services;
- . operating a lock.

This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of the maritime transport activity or services related to the operation of port facilities:

- . loading and unloading of ships or trucks.

This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:

- . storage services;
- . mechanical maintenance.



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
.	transportation in a minibus.								
	This unit also refers to:								
.	subway transportation;								
.	shuttle services;								
.	driving courses to operate automobiles, motorcycles or heavy equipment.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	the operation of a call centre;								
.	mechanical maintenance;								
.	the operation of a bus terminal.								
55050	Transport of merchandise by road	7.37	6.95	0.3645	0.3686	0.3615	1.5617	1.5617	1.5617
	This unit refers to the transport of merchandise by road when done using any type of truck, except for dump trucks.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	mechanical maintenance;								
.	storage services.								
	An employer who engages in both transport brokerage services and the								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	transport of merchandise referred to under this unit is classified under this unit for these activities.								
55060	Moving services	14.64	14.03	0.8257	0.7027	0.6841	3.8447	3.8447	3.8447
	This unit refers to:								
	. the moving of used goods by truck.								
	This unit also refers to:								
	. the transport of works of art by truck;								
	. the moving of used institutional or commercial material by truck;								
	. the moving of institutional or commercial furniture including the assembly and disassembly of this furniture;								
	. the hiring of the services of movers or material handlers within the context of the activities referred to under this unit.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	. mechanical maintenance;								
	. storage services;								
	. packing and unpacking.								
55070	Transport by dump truck; snow removal	5.09	4.73	0.2459	0.2290	0.2333	1.1809	1.1809	1.1809





Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
.	wrapping, packaging, boxing, labeling and label changing services								
	This unit also refers to:								
.	document archiving services;								
.	mobile confidential document shredding services;								
.	inventory services.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this another unit:								
.	the loading and unloading of trucks;								
.	the handling of wood in a wood yard.								
	This unit also refers to the following activity when not done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	logistics services, notably break of load, control and management of stocks.								
	This unit does not refer to :								
.	rental of storage spaces without handling.								
55090	Messenger or delivery services	4.47	4.13	0.4735	0.5023	0.3477	1.2618	1.2618	1.2618
	This unit refers to:								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<p>. messenger services or services related to the delivery of letters, documents, small parcels or objects weighing less than 40 kilograms.</p> <p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <p>. transport by air of letters, documents or small parcels;  . transport of letters, documents or small parcels between warehouses, sorting or distribution centres;  . mechanical maintenance;  . storage services.</p>								
57010	<p>Television network or station; production of films, publicity films, video clips or television programs; production of music, singing, theatre or dance shows or shows of a similar nature; cinema hall; drive-in; performance hall; organization of periodic events of a cultural, sports or commercial nature; museum; historic site</p> <p>This unit refers to:</p> <p>. the operation of a television network or station;  . the production of films, publicity films, video clips or television programs;  . the production of music, singing, theatre or dance shows or shows of a similar nature;  . the operation of a cinema hall or drive-in;  . the operation of a performance hall;  . the organization of periodic events of a cultural, sports or</p>	1.53	1.26	0.0808	0.0891	0.0812	0.3092	0.3092	0.3092



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . the operation of a bowling alley;
- . the operation of a billiard parlor;
- . the operation of a physical fitness centre;
- . the operation of a racket sports centre such as tennis, squash, racquetball;
- . the operation of a stationary amusement park;
- . the operation of an aquatic park.

This unit also refers to:

- . the operation of a racetrack for horses or vehicles;
- . the operation of a miniature putting course;
- . the operation of a curling centre;
- . the operation of a golf practice course;
- . the operation of a shooting or archery club;
- . the operation of an amusement centre such as an arcade or a combat game site;
- . the operation of a marina;
- . the operation of a boating club;
- . the operation of a day camp;
- . the operation of a professional or amateur sports club;
- . the operation of a zoo or an aquarium;
- . the operation of a casino;
- . the operation of a bingo hall;
- . the operation of a stadium;
- . the operation of an arena;
- . dance or circus arts instruction services
- . instruction services pertaining to sports or sports-related recreation such as:
  - . golf;

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> <li>. hockey;</li> <li>. karate;</li> <li>. underwater diving;</li> <li>. tai chi;</li> <li>. tennis;</li> <li>. yoga;</li> <li>. organizations whose activities consist of organizing social, sports or recreational activities such as:               <ul style="list-style-type: none"> <li>. golden age clubs;</li> <li>. social clubs;</li> <li>. scouts;</li> </ul> </li> <li>. sports or recreational associations or federations when these organizations organize sports or recreational activities, assign officials or trainers to such activities or offer practical training.</li> </ul>								

This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to in this unit:

- . restaurant or bar service;
- . literacy promotion services;
- . homework assistance services;
- . organization of periodic events of a cultural, sports or commercial nature such as festivals, marathons, books fairs or commercial fairs;
- . the sale, rental, maintenance or repair of sports equipment;
- . the rental of rooms;
- . tourist information service;
- . massotherapy services.

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<p>An employer who offers both the instruction services referred to in this unit and:</p> <ul style="list-style-type: none"> <li>. language instruction services; or</li> <li>. instruction services pertaining to arts and non-sports-related recreation</li> </ul> <p>is classified in this unit for these services.</p> <p>An employer who engages in both an activity referred to in this unit and the promotion of social, sports or recreational activities is classified in this unit for these activities.</p> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>. accommodation services.</li> </ul>								
57030	<p>Golf club</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> <li>. the operation of a golf club.</li> </ul> <p>This unit also refers to:</p> <ul style="list-style-type: none"> <li>. the operation of a botanical garden.</li> </ul> <p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to in this unit:</p>	2.14	1.86	0.1894	0.1866	0.1822	0.5935	0.5935	0.5935







Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	explosive, gaseous, inflammable, toxic, radioactive, corrosive, combustive or leachable.  This unit also refers to:  . the operation of a snow dump.								
58020	Garbage collection services; recyclable materials and objects collection services; chimney sweeping service  This unit refers to:  . a garbage collection service; . collection service for recyclable materials such as paper, plastic, glass, cardboard, clothing, textiles or metal; . collection service for compost material such as grass or dead leaves; . collection service for old tires; . collection service for fats or meats that are unfit for human consumption such as animal carcasses, bones, marrow or fat; . chimney sweeping service.  This unit also refers to:  . the hiring of services of personnel carried out within the context of activities referred to under this unit.  This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:	8.86	8.40	0.6255	0.7554	0.4780	2.3599	2.3599	2.3599



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
58050	Job creation assistance programs	0.91	0.65	0.0423	0.0380	0.0439	0.1492	0.1492	0.1492
	This unit refers to:								
	<ul style="list-style-type: none"> <li>. the activities carried out by persons who are doing work under an agreement entered into pursuant to section 16 of the Act;</li> <li>. the activities carried out by persons referred to in subsection 4 of section 11 of the Act.</li> </ul>								
58060	Ministère des Transports du Québec	1.20	0.94	0.0977	0.0827	0.0908	0.2405	0.2405	0.2405
	This unit refers to:								
	<ul style="list-style-type: none"> <li>. the activities carried out by the ministère des Transports du Québec.</li> </ul>								
58070	Services of a municipal administration or an Indian band	1.92	1.63	0.1654	0.1573	0.1468	0.4476	0.4476	0.4476
	This unit refers to:								
	<ul style="list-style-type: none"> <li>. the activities carried out by municipalities;</li> <li>. the activities carried out by intermunicipal boards;</li> <li>. the activities carried out by Indian bands.</li> </ul>								
	This unit also refers to:								
	<ul style="list-style-type: none"> <li>. the activities carried out by a metropolitan community or a regional county municipality when the employer performs both activities of an administrative nature and other activities such as the operation of a sanitary landfill site, the operation of a police</li> </ul>								







Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

This unit also refers to:

- . nursing care services;
- . the hiring out of the services of nursing staff;
- . the services of prehospital intervention first responders;
- . the operation of a birth centre;
- . the operation of a medical clinic where the employer can lodge his clientele.

This unit also refers to telephone advisory services of a medical nature when provided by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit.

This unit does not refer to:

- . the operation of a palliative care centre.

An employer who both carries out an activity referred to under this unit and operates a clinic or practices medicine, activities referred to under unit 59070, is classified under this unit for these activities.

An employer who operates, in the same facility, both a general and specialized care hospital centre and beds under a licence of a residential and long-term care centre is classified under this unit for these activities.

An employer who operates both a psychiatric hospital centre and beds under a licence of a residential and long-term care centre is classified under this unit for these activities.



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
59030	Residential and long-term care centre	2.44	2.15	0.2538	0.3020	0.2646	0.7236	0.7236	0.7236

This unit refers to:

- . the operation of a residential and long-term care centre.

This unit also refers to:

- . the operation of a palliative care centre;
- . the operation of a convalescence centre.

59040	Retirement home offering personal assistance; personal assistance services; leasing of the services of orderlies	5.24	4.87	0.4144	0.4862	0.4385	1.6814	1.6814	1.6814
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This unit refers to:

- . the operation of a retirement home offering personal assistance such as:
  - . assistance with food;
  - . assistance in getting around;
  - . assistance with getting dressed;
  - . assistance with hygiene.
- . personal assistance services;
- . the hiring out of the services of attendants staff.

This unit also refers to:

- . the operation of an intermediate resource for seniors, regardless of their mental or physical condition;
- . the operation of an intermediate resource for persons with

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<p>physical disabilities, regardless of their mental condition;</p> <p>. the operation of a home for persons with physical disabilities.</p> <p>This unit also refers to the following services when they are provided to a beneficiary by an employer who also offers the beneficiary personal assistance services in the home:</p> <p>. accompanying the person during travel;</p> <p>. going shopping in grocery and other stores;</p> <p>. the preparation of meals;</p> <p>. friendship visits.</p> <p>An employer who engages, in the same building, in an activity referred to under this unit and in one or more of the following activities is classified in this unit for these activities:</p> <p>. the accommodation of persons benefiting from palliative care;</p> <p>. the accommodation of persons who are convalescing;</p> <p>. the accommodation of persons with mental health problems;</p> <p>. the accommodation of persons with an intellectual impairment or a pervasive development disorder;</p> <p>. the accommodation of seniors without a personal assistance service;</p> <p>. the operation of beds under a residential and extended care centre permit.</p>								
59050	Home for persons in difficulty; rehabilitation centre for young persons with adjusting problems; rehabilitation centre for mothers with adjusting problems	2.24	1.95	0.1766	0.1698	0.1506	0.5645	0.5645	0.5645



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
59060	Ambulance service	4.90	4.54	0.4105	0.3795	0.3815	1.0767	1.0767	1.0767

This unit refers to:

- . the operation of an ambulance service.

This unit does not refer to call reception or dispatching activities.

59070	Practicing medicine; consultation services in the health or social services fields; physical treatment services; optometrist services; services of a dispensing optician	0.80	0.54	0.0350	0.0373	0.0321	0.1348	0.1348	0.1348
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This unit refers to:

- . the practice of medicine by professionals such as:
  - . dermatologists;
  - . gynecologists;
  - . general practitioners;
  - . ophthalmologists;
  - . prosthetist-orthotists;
  - . pediatricians;
  - . psychiatrists;
- . consultation services in the health or social services field by professionals such as:
  - . homeopaths;
  - . nutritionists;
  - . psychologists;
  - . social workers;
- . physical treatment services offered by professionals such as:
  - . acupuncturists;

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . chiropractors;
- . osteopaths;
- . physiotherapists;
- . optometry services;
- . services of a dispensing optician.

This unit also refers to:

- . the manufacture of corrective lenses or contact lenses;
- . the services of a hearing aid acoustician;
- . the services of a midwife;
- . blood donor services;
- . biological sampling services;
- . biological sample analysis services;
- . vocational counselling services;
- . first aid training;
- . the operation of a first aid stand;
- . the operation of a clinic offering the services of professionals referred to under this unit;
- . the operation of a child and youth protection centre;
- . alternative justice organizations;
- . the operation of a family medicine group;
- . the operation of a radiology laboratory.

An employer who both carries out first aid training and who engages in the trade in first aid kits is classified under this unit for these activities.

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
59080	Practicing dentistry; practicing veterinary medicine	1.60	1.32	0.0620	0.0623	0.0580	0.3282	0.3282	0.3282

This unit refers to:

- . the practice of dentistry by professionals such as :
  - . dental surgeons;
  - . dentists;
  - . orthodontists;
  - . periodontists;
- . the practice of veterinary medicine.

This unit also refers to:

- . the operation of a clinic offering the services of professionals referred to under this unit;
- . animal artificial insemination services;
- . the manufacture of dental prostheses;
- . the manufacture of orthodontic appliances;
- . the manufacture of ocular prostheses.

This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:

- . pet grooming services;
- . animal boarding services;
- . the trade in animal food.



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
59110	Help centre for persons in difficulty; employment assistance centre; help centre for families; help centre for consumers	1.18	0.92	0.0611	0.0565	0.0557	0.2772	0.2772	0.2772

This unit refers to:

- . the operation of a help centre for persons in difficulty such as :
  - . seniors;
  - . the disabled;
  - . immigrants;
  - . persons with a drug addiction;
  - . victims of violence;
- . the operation of an employment assistance centre offering services such as:
  - . help in looking for a job;
  - . job readiness training;
  - . supervision of on-the-job training;
- . the operation of a help centre for families;
- . the operation of a help centre for consumers.

This unit also refers to:

- . coaching services for persons facing situations such as:
  - . adoption;
  - . death;
  - . financial difficulties;
  - . divorce;
  - . pregnancy or nursing;
  - . illness;
- . the operation of a youth centre;
- . the operation of a community kitchen;



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . organizations offering support services in everyday life such as:
  - . company when traveling;
  - . going shopping in grocery and other stores;
  - . friendship visits;
- . organizations that recruit, train or recommend volunteers;
- . mentorship organizations that support youth;
- . the services of streetworkers;
- . the management of a foundation;
- . the search for missing persons except when done in high places, in hard-to-reach locations or by way of underwater diving;
- . international assistance or humanitarian organizations.

This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:

- . literacy promotion services;
- . language instruction services;
- . homework assistance services;
- . the operation of a meals-on-wheels service;
- . the operation of a soup kitchen;
- . the operation of a food bank;
- . the operation of a telephone assistance service;
- . the operation of a registration office;
- . the operation of a thrift shop or used clothing counter;
- . the organization of periodic events of a cultural, sports or commercial nature;
- . the trade in flowers;
- . the activities referred to under 54060;
- . the promotion, prevention or defence services referred to under

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

unit 67100.

This unit does not refer to:

- . moving services;
- . the activities referred to under unit 77020;
- . restaurant activities;
- . the activities referred to under units 80030 to 80250;
- . the activities referred to under units 14010 to 14030;
- . para-transit.

An employer who manages a foundation and who also carries out an activity contemplated by another unit cannot be classified under this unit unless at least one of his workers only performs tasks related to the activities referred to under this unit.

An employer who performs both an activity referred to under this unit and a professional consultation service in the social services field is classified under this unit for these activities.

59120	Adapted enterprise; rehiring firm	3.76	3.43	0.4182	0.4616	0.4708	1.0285	1.0285	1.0285
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This unit refers to:

- . the operation of an “adapted enterprise”;
- . the operation of a rehiring firm employing workers who have difficulty entering the work market under a fixed term contract.

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<p>This unit also refers to:</p> <ul style="list-style-type: none"> <li>. the activities carried out by persons who work under an agreement reached in accordance with section 16 of the Act between the Société de l'assurance automobile du Québec and the Commission;</li> <li>. the activities carried out by the persons referred to in subsections 1) and 2) of section 11 of the Act;</li> <li>. the operation of a "centre for on-the-job training and recycling";</li> <li>. the operation of an occupational workshop.</li> </ul> <p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> <li>. help in finding a job;</li> <li>. job readiness training.</li> </ul>								
59130	<p>Accommodations offered by a rehabilitation centre for persons suffering from alcoholism or other problems of addiction; accommodations offered by a rehabilitation centre for mentally impaired persons or persons with a persuasive development disorder</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> <li>. the accommodation offered by a rehabilitation centre for persons suffering from alcoholism or other problems of addiction;</li> <li>. the accommodation offered by a rehabilitation centre for mentally impaired persons or persons with a persuasive</li> </ul>	4.61	4.25	0.3605	0.5697	0.5685	1.3258	1.3258	1.3258

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	development disorder.								
59140	Rehabilitation centre for persons suffering from alcoholism or other problems of addiction; rehabilitation centre for mentally impaired persons or persons with a persuasive development disorder	1.23	0.97	0.1237	0.1203	0.1011	0.3335	0.3335	0.3335
	This unit refers to:								
	. the activities carried out by a rehabilitation centre for persons suffering from alcoholism or other problems of addiction;								
	. the activities carried out by a rehabilitation centre for mentally impaired persons or persons with a persuasive development disorder.								
	This unit does not refer to the accommodation of persons carried out by an employer referred to under this unit.								
59150	Retirement home not offering personal assistance	4.03	3.70	0.2900	0.3527	0.2949	1.1845	1.1845	1.1845
	This unit refers to:								
	. the operation of a retirement home not offering personal assistance.								
60100	Primary, secondary or vocational instruction	0.89	0.64	0.0592	0.0661	0.0632	0.1968	0.1968	0.1968
	This unit refers to:								
	. primary, secondary or vocational instruction services.								











Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
65100	Bank, savings and credit union; insurance company; public insurance or pension organization	0.51	0.26	0.0133	0.0124	0.0099	0.0508	0.0508	0.0508
	This unit refers to:								
	<ul style="list-style-type: none"> <li>. the operation of a bank;</li> <li>. the operation of a savings and credit union;</li> <li>. the operation of an insurance company;</li> <li>. the operation of a public insurance or pension organization.</li> </ul>								
	This unit also refers to:								
	<ul style="list-style-type: none"> <li>. the operation of a loan or financing company;</li> <li>. the operation of a trust company;</li> <li>. the operation of a pension plan through activities such as the establishment of premiums or the payment of annuities.</li> </ul>								
65110	Brokerage firm; professional services firm; firm offering administrative support services	0.47	0.22	0.0075	0.0077	0.0078	0.0318	0.0318	0.0318
	This unit refers to:								
	<ul style="list-style-type: none"> <li>. the operation of a brokerage firm in such fields as: <ul style="list-style-type: none"> <li>. real estate;</li> <li>. insurance;</li> <li>. mortgages;</li> <li>. securities;</li> <li>. transportation;</li> <li>. customs;</li> <li>. merchandise;</li> </ul> </li> </ul>								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
.	the operation of a professional services firm offering administrative, financial, legal or computer services such as:								
.	a firm of lawyers or a notary's office;								
.	a firm of accountants;								
.	a firm of financial service advisors;								
.	a firm of computer consultants;								
.	a firm of human resource consultants;								
.	a firm of business management consultants;								
.	the operation of a firm offering administrative support services such as:								
.	secretarial services;								
.	word-processing;								
.	accounting or bookkeeping;								
.	payroll;								
.	debt collection.								

This unit also refers to:

- . the operation of a marine agency;
- . the operation of a travel agency;
- . the operation of an office of a trustee in bankruptcy;
- . the operation of a bailiff's office;
- . the operation of an office of a selling agent;
- . the operation of a franchising office;
- . the operation of an investment management business such as for:
  - . mutual funds;
  - . retirement funds;
- . the operation of a foreign exchange office;
- . the operation of a credit office or credit investigation service;

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> <li>. the operation of a cheque cashing agency;</li> <li>. the operation of a business that designs or develops software or software packages;</li> <li>. the operation of a private firm that issues licence plates.</li> </ul> <p>An employer who operates an office of a selling agent or a merchandise brokerage firm and who also transports or stores such merchandise is classified under the unit that refers to the trade in this merchandise for all these activities.</p> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>. the transport or storage of merchandise.</li> </ul>								
65120	<p>Traditional or wireless telecommunications network; radio station; advertising agency; survey firm; marketing agency; public relations agency; document publishing business; call centre</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> <li>. the operation of a traditional or wireless telecommunications network;</li> <li>. the operation of a radio station;</li> <li>. the operation of an advertising agency;</li> <li>. the operation of a survey firm;</li> <li>. the operation of a marketing agency;</li> <li>. the operation of a public relations agency;</li> <li>. the operation of a business that publishes documents such as newspapers, periodicals, books or records;</li> <li>. the operation of a call centre.</li> </ul>	0.51	0.26	0.0109	0.0125	0.0122	0.0517	0.0517	0.0517





Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<p>This unit also refers to the design and sale of software and software packages when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit.</p> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>. drilling activities;</li> <li>. the activities referred to under units 14010 to 14030 and 80030 to 80250.</li> </ul> <p>An employer classified in this unit is also classified in unit 68040 if the employer scales timber, marks trees in forests or does forest inventories. The employer thus classified declares with respect to this unit the salary of a worker who directly contributes to activities referred to this unit and indirectly to the activities in unit 68040. If the employer is classified only in units 65130 and 68040, the employer also declares with respect to this unit the salary of an ancillary worker.</p> <p>An employer classified in a unit that refers to the manufacture of a good is classified under this unit for his research and development activities carried out in support of his manufacturing activity if at least one of his workers assigned solely to professional, technical or administrative tasks related to these research and development activities works exclusively elsewhere than in a building where manufacturing takes place. Only the wages of such a worker may then be stated by the employer with respect to this unit.</p>								
65140	Security or investigation agency; securities transportation service by armored car	2.35	2.05	0.1595	0.1870	0.1702	0.6481	0.6481	0.6481



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> <li>. the manufacturing of road safety equipment or material;</li> <li>. the transportation, storage and handling of road safety equipment or material.</li> </ul> <p>An employer classified in this unit cannot be classified in unit 54080, unless at least one of his workers only performs tasks related to the activities under that unit.</p>								
67100	<p>Associations of businesses, of institutions or of organizations; union organizations; hiring out of the services of office workers</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> <li>. associations of businesses, of institutions or of organizations such as : <ul style="list-style-type: none"> <li>. boards of trade;</li> <li>. associations of public or parapublic institutions;</li> <li>. associations of manufacturers;</li> </ul> </li> <li>. union organizations;</li> <li>. hiring out of the services of office workers such as receptionists, secretaries, administrative assistants, accountants, administration technicians, computer technicians.</li> </ul> <p>This unit also refers to:</p> <ul style="list-style-type: none"> <li>. the hiring out of the services of white-collar personnel active in the trade in goods or services such as sales persons, representatives or cashiers;</li> <li>. the hiring out of the services of scientific or technical personnel such as laboratory technicians, designers, engineers;</li> </ul>	0.72	0.47	0.0241	0.0239	0.0227	0.0965	0.0965	0.0965



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
.	political parties or associations;								
.	consulates;								
.	accredited evaluation organizations in the field of quality records;								
.	professional associations or bodies;								
.	parity committees;								
.	negotiating committees;								
.	consultation tables;								
.	students' associations except for activities referred to under units 26050, 54020, 54060, 54430, 68010 and 68020;								
.	intercultural exchange organizations;								
.	promotion, prevention or defence organizations in fields such as :								
.	culture or history;								
.	economic development;								
.	environment;								
.	teachers;								
.	health and social services;								
.	sports or recreation;								
.	tourism;								
.	joint sector-based associations on occupational health and safety;								
.	tourist information services;								
.	employee assistance program services;								
.	coordination of adapted transportation.								

This unit does not refer to:

- . the activities referred to under units 14010 to 14030, 68010, 68030, 77020 and 80030 to 80250.

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
67110	Hiring out of the services of warehouse, workshop or factory personnel	6.41	6.01	0.5421	0.5907	0.4724	1.8186	1.8186	1.8186
	This unit refers to:								
	<ul style="list-style-type: none"> <li>. the hiring out of the services of warehouse, workshop or factory personnel: <ul style="list-style-type: none"> <li>. forklift operators;</li> <li>. material handlers;</li> <li>. day labourers;</li> <li>. labourers;</li> <li>. assemblers;</li> <li>. stationary machinery operators;</li> <li>. welders;</li> <li>. machinists or millwrights.</li> </ul> </li> </ul>								
	This unit also refers to:								
	<ul style="list-style-type: none"> <li>. the hiring out of the services of forklift operators, material, handlers, packaging clerks and inventory clerks;</li> <li>. the hiring out of the services of butchers;</li> <li>. the hiring out of the services of mechanical repair shop personnel such as mechanics or bodyworkers;</li> <li>. the hiring out of the services of janitors or housekeeping personnel;</li> <li>. the hiring out of the services of farm workers.</li> </ul>								
67120	Hiring out of the services of truckers, delivery drivers or driver helpers	5.69	5.31	0.4244	0.4188	0.4189	1.4140	1.4140	1.4140

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
68010	Restaurant; fast food counter; drinking establishment	1.81	1.53	0.1376	0.1364	0.1271	0.4498	0.4498	0.4498

This unit refers to:

- . the operation of a restaurant where the serving of alcoholic beverages is only offered when a meal is eaten or is not authorized;
- . the operation of a fast food counter;
- . the operation of a drinking establishment.

This unit also refers to:

- . the operation of a discotheque;
- . the operation of a sugar shack;
- . the operation of a stationary dairy bar;
- . services associated with the rental of rooms with catering or alcoholic beverage services;
- . the making of beer by the operator of a drinking establishment referred to under this unit when the entire production is intended for consumption on the premises of this establishment.

This unit also refers to car attendant services when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit.

This unit does not refer to:

- . maple syrup production and the manufacture of maple products.



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<p>employer as part of the carrying out by this employer of catering services.</p> <p>This unit also refers to the trade in, rental or repair of vending machines when done by the workers of an employer as part of the operation by this employer of such machines.</p> <p>This unit also refers to the following activities when done by the workers of an employer as part of the operation by this employer of a meals-on-wheels or a soup kitchen:</p> <ul style="list-style-type: none"> <li>. the operation of a thrift shop or used clothing counter;</li> <li>. the operation of a food bank;</li> <li>. the operation of a community kitchen.</li> </ul> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>. the installation of big tops.</li> </ul> <p>An employer who offers, in the same building, both catering services and room rental services is classified under this unit for these activities.</p>								
68030	<p>Hotel establishment; youth hostel; residential hotel; relaxation centre offering accommodations; bed and breakfast</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> <li>. the operation of a hotel establishment such as a: <ul style="list-style-type: none"> <li>. hotel;</li> <li>. motel;</li> </ul> </li> </ul>	2.41	2.11	0.2095	0.2094	0.1946	0.6412	0.6412	0.6412



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . the operation of a campground;
- . the operation of a mobile home park;
- . the operation of a camp with accommodations such as a vacation camp or nature camp;
- . the management and upkeep of parks of the Provincial Administration.

This unit also refers to:

- . the operation of an outdoor centre;
- . the operation of a nature discovery centre;
- . the operation of a beach when the employer also offers accommodation services on the site;
- . the operation of a controlled harvesting zone (ZEC);
- . river or whitewater rafting services;
- . outdoor excursion services;
- . the services of outdoor guides;
- . timber scaling;
- . marking of trees in forest;
- . forest inventory.

This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:

- . services such as restaurant services, accommodations, refueling, air transportation and guides;
- . the operation of a convenience store and the rental of equipment such as row boats, sailboats or pedal boats;
- . the rental of cabins;

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> <li>. the operation of a day camp;</li> <li>. the laying out of trails.</li> </ul> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>. the activities referred to under units 14010 to 14030, 80030 to 80200 and 80250.</li> </ul>								
68050	<p>Operation of buildings; management of buildings; dormitories for students; parking lots; rental of storage spaces without handling activities</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> <li>. the operation of buildings;</li> </ul> <p>The operation of buildings refers to the management of buildings when the employer also takes care of the upkeep.</p> <ul style="list-style-type: none"> <li>. management of buildings;</li> </ul> <p>The management of buildings refers to the carrying out of administrative tasks only, such as:</p> <ul style="list-style-type: none"> <li>. the rental and marketing of dwelling units;</li> <li>. the negotiation and renewal of leases;</li> <li>. the recruitment of subcontractors;</li> <li>. the purchase of buildings for resale;</li> <li>. the operation of a dormitory for students;</li> <li>. the operation of parking lots;</li> </ul>	2.45	2.16	0.1157	0.1245	0.1121	0.5492	0.5492	0.5492



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

. the rental of storage spaces without handling activities.

This unit also refers to:

- . room rental services without catering or alcoholic beverage services;
- . the rental of premises within the context of which administrative support services are offered, such as:
  - . secretariat;
  - . telephone operator;
  - . accounting;
- . the management of housing or housing construction programs for seniors or persons with a low income done by a municipal housing board;
- . the management or the operation of apartments for seniors or persons with a low income done by a municipal housing board;
- . condominium corporations.

This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:

- . security services;
- . car attendant services;
- . the washing or cleaning of automobile vehicles by hand.

This unit does not refer to:

- . the activities referred to under units 14010 to 14030, 59040, 59070, 59080, 59150 and 80030 to 80250.





Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<p>control, trimming hedges, planting flowers or winter protection;</p> <ul style="list-style-type: none"> <li>. window washing service;</li> <li>. spray cleaning service using a portable power washer for household use.</li> </ul> <p>This unit also refers to:</p> <ul style="list-style-type: none"> <li>. mobile automobile vehicle wash service;</li> <li>. cleaning, opening or closing of pools or spas;</li> <li>. manual snow removal service;</li> <li>. extermination and fumigation services;</li> <li>. building disinfection services;</li> <li>. in-home services done by the persons referred to in the agreement entered into pursuant to section 16 of the Act between the Minister of Health and Social Services and the Commission.</li> </ul>								
Exceptional unit 80020	<p>Work done both inside and outside offices</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> <li>. employers who use workers who only perform tasks of an administrative, a commercial, a technical or a professional nature and who are called upon, as part of their duties, to do a portion of their work outside the offices of their employer. This unit refers in particular to workers holding the position of seller, real estate agent, sales agent, real estate broker, representative, project director, project manager, superintendent, project leader, director of security and</li> </ul>	0.57	0.33	0.0154	0.0162	0.0453	0.0567	0.0567	0.0567

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

engineer.

This unit does not refer to:

- . those persons who directly supervise workers, such as a foreman;
- . a commissioner, a delivery person or a labourer.

An employer classified under this unit cannot also be classified under unit 65150 or under unit 90020.

80030	Excavation work; paving work; assembly of fences; installation of guardrails; rental of cranes with operators	5.15	4.78	0.2283	0.2247	0.2045	1.0322	1.0322	1.0322
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This unit refers to work related to:

- . digging, moving, filling, compaction, leveling earth or granular materials, including work related to culverts;
- . excavation and earthwork both for the construction of buildings and civil engineering works and for irrigation, drainage and dredging work;
- . the excavation and installation of aqueducts and sewers;
- . the excavation and installation of underground lines for gas and water purification plants;
- . the excavation and installation of underground energy distribution or telecommunications network conduits, with or without the running of wire;
- . the rental of construction equipment with operators;
- . forest clearing carried out using construction equipment;
- . the installation of septic tanks;

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . the construction and repair of curbs and sidewalks;
- . the asphalt surfacing of roads, streets, sidewalks, curbs, bikeways, private roads and parking lots;
- . the concrete surfacing of roads, streets, sidewalks, curbs, bikeways, private roads and parking lots carried out using a spreader-grader;
- . the scarification of paved surfaces;
- . the pulverizing of paved surfaces;
- . the waterproofing of paved surfaces, ditches along thoroughfares, sanitary landfills, snow dumps, composting areas and cells for contaminated soils;
- . the waterproofing of works made of earth, rock or backfilling such as dams, canals, levees, cofferdams, wastewater treatment basins, retention basins and aerated ponds;
- . the marking of lines on the pavement;
- . the installation of fences;
- . the installation of traffic safety barriers and guardrails.

This unit also refers to:

- . demolition work on civil engineering structures or buildings including the operations required to carry out such work, such as sawing or breaking concrete and the erection of protective walls if such operations are carried out by the employer in charge of the demolition work;
- . the rental, with operators, of cranes, crane-trucks, boom trucks, or any other conventional truck equipped with a telescopic or hydraulic arm, or equipped with a hoist winch that can be used as cranes or other equipment of the same type;
- . the operation of a crane within the framework of work related







Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . geothermal drilling and drilling of elevator shafts;
- . preliminary drilling for construction work;
- . pile-driving;
- . pile-driving, including screw piles, and special foundations such as the placing, raising and maintenance of the following elements : steel sheet piling, shoring piles, wallings, struts, horizontal shores, soldier piles and temporary steel or heavy structural lumber struts driven into the ground;
- . the rental of a drilling machine with an operator.

This unit also refers to:

- . work done in caissons and cofferdam work;
- . the construction, maintenance, removal and demolition of caissons and cofferdam work;
- . underwater diving, including the underwater inspection of cables, wharfs, the installation of underground cables, the cleaning of water intakes, the recovery of wood under water, underwater construction work, and other service activities carried out under water;
- . preliminary consolidation work related to the moving of buildings, including excavation, concrete drilling and pile driving;
- . the putting in place, straightening and lifting of buildings;
- . consolidation work on a building;
- . the moving of building on a flat-bed trailer done by the workers of an employer as part of the carrying out by this employer of works referred to in this unit.







Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> <li>. the cutting of asphalt;</li> <li>. the crushing of concrete during alteration work;</li> <li>. the waterproofing of concrete floors or concrete surfaces.</li> </ul> <p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> <li>. cleaning using abrasive sprays, with or without water such as silica sand, synthetic olivine, glass microbeads, steel grit or plastic billets;</li> <li>. cleaning or preparation using a water or steam spray in order to alter or cause to crumble the surface layer of the surfaces.</li> </ul> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>. the operation of a reinforcement workshop other than on the work site or on the job;</li> <li>. the installation of pre-cast concrete structural or architectural elements;</li> <li>. the delivery and pouring of concrete by concrete mixer;</li> <li>. the construction and repair of curbs and sidewalks.</li> </ul> <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>								
80110	Carpentry work; joinery work; exterior cladding work on buildings; work related to indoor systems; painting work; installation of flexible coverings; installation of marble, granite, ceramics and terrazzo; plastering and jointing work; insulation work; installation of scaffolds	9.18	8.72	0.3475	0.3367	0.3065	1.7497	1.7497	1.7497

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

or bleachers

This unit refers to work related to:

- . the erection of a wooden structure of a building, a silo, a water tower and a tank;
- . joinery work;
- . the installation of exterior cladding of buildings using all types of metal sheets or clapboard;
- . the installation of masonry elements without mortar, cement or any other adhesive material;
- . parqueting work including sanding and finishing;
- . carpentry work such as the installation of chevrons and the erection of wood divisions;
- . carpentry work and joinery work in the installation of prefabricated buildings with a wood structure;
- . on-site construction of wood recreational equipment for amusement parks, daycare centres, playgrounds and other similar places;
- . the installation of doors and windows on buildings with a wood structure;
- . the installation of pre-glazed doors and windows on a non-wooden structure building when done as part of carpentry work;
- . the building of wood or wood-substitute patio;
- . indoor systems such as the installation of metal poles, angle irons, wire moulds, gypsum, lathwork, acoustic ceilings and suspended ceilings;
- . indoor systems such as the installation of metal poles, gypsum, lathwork, acoustic ceilings and suspended ceilings; plastering and jointing;

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . the application of paint, surface coatings and protective finishes;
- . the installation of flexible coverings such as vinyl, asphalt, rubber, cork, linoleum coverings, rugs, carpet underlays and rug underlays;
- . the installation and polishing of marble, granite, terrazzo concrete, slate, ceramics terrazzo and other similar materials;
- . the installation of cold room panels;
- . the thermal insulation of buildings, soundproofing and acoustic control;
- . the installation and dismantling of all types of scaffolds or bleachers.

This unit also refers to work related to:

- . the removal of asbestos;
- . the stripping;
- . the installation and repair of prefabricated fireplaces.

Stripping refers to any selective, meticulous and well thought-out demolition operation, of unwanted additions, ruined areas or areas of no interest in buildings, which does not adversely affect the structure, retaining walls or load-bearing walls.

This unit refers to the following work when done on the worksite or on the job:

- . cleaning using abrasive sprays, with or without water such as silica sand, synthetic olivine, glass microbeads, steel grit or plastic billets;

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

- . cleaning or preparation using a water or steam spray in order to alter or cause to crumble the surface layer of the following surfaces :
  - . civil engineering structures such as viaducts, bridges or retaining walls;
  - . building surfaces such as masonry, concrete or steel surfaces;
  - . outer surfaces of tanks such as water towers or oil tanks;
  - . industrial equipment or machinery surfaces.

This unit also refers to the following work when done by the workers of an employer as part of the carrying out by this employer of work to erect a wood structure of a building:

- . the installation of gutters;
- . roofing using asphalt shingles, cedar shingles, sheet metal that is neither welded nor stapled, or sandstone tiles;
- . the installation of sunrooms;
- . foundation formwork;
- . the installation of garage doors.

This unit also refers to the following work when done by the workers of an employer as part of the performance by this employer of prefabricated fireplace installation and repair work:

- . the installation and repair of prefabricated chimneys.

This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

. the collection of hazardous material.

This unit does not refer to :

- . work related to piles and special foundations such as the placing, raising and maintenance of the following elements : steel sheet piling, shoring piles, walings, struts, horizontal shores, soldier piles and temporary steel or heavy structural lumber struts driven into the ground;
- . work to install curtain walls in marble, granite or other similar materials;
- . work to waterproof concrete floors, concrete surfaces or paved surfaces;
- . stripping work when only one reconstruction operation referred to under another unit is carried out jointly with the stripping of that which is being rebuilt. In such a case, the stripping work is referred to under the unit that refers to this reconstruction operation. For example, when the only work being done by the employer involves the installation of the roof following the stripping of the old roof, all of this work is referred to under unit 80130;
- . engraving using a spray;
- . the installation of a freight elevator;
- . work related to the installation, dismantling and maintenance of permanent swing scaffolds;
- . the preparatory work and manufacturing done in a workshop other than on the site when they are subject to unit 36050.

An employer classified under this unit can also be classified under exceptional units 80020 and 90010.

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
80130	Roofing work; installation of gutters	13.11	12.54	0.4855	0.5021	0.4342	2.6818	2.6818	2.6818

This unit refers to work related to:

- . the installation and repair of all types of roofing, including waterproofing;
- . the installation of gutters;
- . the removal of snow from roofs.

This unit does not refer to:

- . the installation of steel panels which are used in structures, cladding and roofing;
- . the preparatory work and manufacturing done in a workshop other than on the site when they are subject to unit 36050.

An employer classified under this unit can also be classified under exceptional units 80020 and 90010.

80140	Masonry work	8.95	8.48	0.3086	0.3242	0.3295	1.5956	1.5956	1.5956
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This unit refers to work related to:

- . the cutting, setting with mortar, cement or any other adhesive material as well as the jointing of masonry elements such as the following :
  - . bricks, natural or artificial stones;
  - . acid bricks, fire bricks, plastic bricks, cements bricks or bricks made of any other refractory material laid by hand or by a pneumatic or mechanical method;







Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

. elevators, freight elevators, escalators, permanent swing scaffolds, slope hoists, dumbwaiters, removable platforms on a theatre stage, moving sidewalks and other similar devices generally used or which may be used to transport persons, objects or materials.

This unit also refers to the operation of a temporary or uncompleted system as well as the operation of a completed system when it is used to move construction workers and materials.

This unit does not refer to:

- . the construction of outside tanks or metal tanks other than for the boiler systems;
- . the installation of metal ducts for heating, ventilation and air conditioning systems, including the installation of internal insulation for ducts;
- . the laying of bricks used in boiler walls;
- . installation work related to pre-insulated ventilation ducts;
- . cleaning using sandblasting;
- . work related to millwright works such as the installation, repair, maintenance, adjustment, setting up, dismantling and handling of production machinery as well as the making of templates for this machinery;
- . the installation and operation by an employer of a temporary freight elevator as part of the carrying out by this employer of work not referred to in this unit;
- . the installation of temporary swing scaffolds.

An employer classified under this unit can also be classified under

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

exceptional units 80020 and 90010.

80170	Electrical work	3.92	3.59	0.2141	0.1621	0.1510	0.7424	0.7424	0.7424
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This unit refers to work related to:

- . the installation, alteration, modification, repair and maintenance of electrical installations for lighting, heating and motive force purposes, including in all cases wires, cables, conduits, accessories and electrical devices that are part of the actual installation and, being related to the connection of the installation to the public or municipal utility network, which point of connection is on the wall of the building that is nearest to the public utility line;
- . the installation of lightening rods and unit heaters;
- . electrical hook-up of a building.

This unit does not refer to:

- . construction work on energy distribution and transforming stations done by electrical contractors;
- . electrical work done by energy distribution and transforming station construction contractors;
- . installation work related to alarm, security, control or electronic equipment systems;
- . street lamp installation work along roads as well as traffic light installation work.

An employer classified under this unit can also be classified under exceptional units 80020 and 90010.

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
80180	Sheet metal work	5.14	4.77	0.3061	0.2885	0.2548	1.0606	1.0606	1.0606

This unit refers to work related to:

- . sheet metal having a maximum thickness of 10 gauge (iron, copper, aluminum, stainless steel) and all metal or electrometallurgical materials, vinyl and other metal or plastic based materials, such as :
  - . the marking out, manufacture and installation, on the work site or on the job, of all sorts of metal objects, in sheets;
  - . the assembly and repair of ventilation, air conditioning and hot air heating duct systems and any conduit system to remove various materials such as chips, fumes, smoke or dust, the installation of internal insulation with respect to these systems and the installation of prefabricated devices;
  - . the installation of prefabricated metal objects such as shelves, lockers, screens, ceilings, fire barriers, and ceiling and wall coverings;
  - . the installation of prefabricated devices such as air conditioners, fans, heat pumps, air exchangers as well as the installation of mechanized elements associated with these systems, when done at the same time as the installation of ducts or conduits.







Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> <li>. the testing, adjustment and stabilizing of air circulation and distribution systems;</li> <li>. the installation of metal ducts for air conditioning systems;</li> <li>. the installation, alteration, modification, repair and maintenance of instrumentation and control systems related to heating, air conditioning and ventilation.</li> </ul> <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>								
80230	<p>Landscaping work; installation of pools or spas</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> <li>. landscaping work, such as : <ul style="list-style-type: none"> <li>. the installation of interlocking blocks or concrete paving blocks;</li> <li>. the installation of sod;</li> <li>. site preparation work;</li> <li>. the planting of trees and shrubs;</li> <li>. the erection of low walls, stairs, etc.;</li> <li>. the maintenance of slopes alongside roads;</li> <li>. the installation of outdoor underground pipes to water the lawn or for decorative lighting systems;</li> </ul> </li> <li>. the installation, construction or repair of pools;</li> <li>. the installation or repair of spas.</li> </ul> <p>This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of landscaping work:</p>	4.61	4.26	0.3255	0.3709	0.3415	1.1605	1.1605	1.1605



Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016
	<ul style="list-style-type: none"> <li>preparatory and manufacturing work done in workshops other than on the work site or on the job;</li> <li>installation of all other types of fences.</li> </ul> <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>								
Exceptional unit 90010	<p>Work done exclusively in offices</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> <li>an employer who uses the services of workers who only perform tasks of an administrative, commercial, technical or professional nature and, who unlike the workers referred to under unit 90020 or 80020, only work in offices. This unit refers in particular to office staff and persons holding the position of accountant, controller, administrative director, draftsman, purchaser, bidder, computer technician and sales director.</li> </ul> <p>An employer classified under this unit cannot also be classified under unit 65150 for the activity “Managing subsidiaries or branches located outside Québec (head office)”.</p>	0.49	0.25	0.0092	0.0107	0.0145	0.0380	0.0380	0.0380
Exceptional unit 90020	<p>Salespersons or sales representatives</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> <li>an employer who uses the services of workers who only engage in the sale of goods or services and who are called upon,</li> </ul>	0.57	0.33	0.0154	0.0162	0.0453	0.0567	0.0567	0.0567

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2015	2016	2017	2014	2015	2016

as part of their duties, to do a portion of their work outside the offices of their employer.

This unit does not refer to:

- . workers who handle or deliver merchandise other than samples used for sales purposes.

An employer classified under this unit cannot also be classified under unit 65150 for the activity “Managing subsidiaries or branches located outside Québec (head office)” or under unit 80020.