

# NEWS LETTER

## APPRENTICESHIP TAX, WORK STOPPAGES, AND HEAT WAVE...



TO  
DO !

### Are you an employer responsible for the apprenticeship tax?

You are required to log in to your account on the **SOLTéa platform** to allocate the balance of your apprenticeship tax prior to **June 27, 2025**.

### THE DID YOU KNOW...

To mitigate fraud, **effective July 1, 2025**, work stoppages must be recorded electronically using the designated **Cerfa** form.



In instances of **extreme heat**, it is imperative to implement measures that safeguard the health and safety of employees at risk. A **decree dated May 27, 2025**, outlines the necessary actions to be taken:



### IN EXPECTATION OF THE ELEVATED TEMPERATURES

- Revise the singular risk assessment document to incorporate the "extreme heat" risk.
- Anticipate potential work arrangements in the event of extreme heat, in collaboration with the occupational health service (telecommuting, flexible hours, breaks, reorganization of facilities, provision of air conditioning units, etc.).
- Organize outdoor areas and workstations to ensure an appropriate temperature and minimize exposure to heat and/or solar radiation (such as air conditioning, insulation, shaded zones, etc.).
- Obtain suitable personal protective equipment (PPE) to regulate body temperature effectively.
- Inform and educate employees on the appropriate actions to take during extreme heat conditions.
- Establish a protocol for reporting any risks or incidents, along with a contingency procedure, especially for isolated or remote employees.  
The procedure must be communicated to employees and the occupational health service.

### IN THE EVENT OF EXTREME HEAT

- Organize work arrangements (rest periods, telecommuting, flexible schedules, breaks, reconfiguration of premises, provision of air conditioning units, etc.);
- Consider specific circumstances (young workers, pregnant women, health issues, etc.).
- Supply personal protective equipment to mitigate heat exposure and modify both individual and collective protection measures (adjusting the circumstances and duration of PPE usage according to the associated risks, the workstation environment, the efficacy of the equipment, and the prevailing atmospheric conditions).
- Ensure the availability of fresh drinking water to satisfy thirst and rejuvenate employees (a minimum of 3 liters per individual), along with equipment for maintaining beverage temperature (especially when working outdoors).
- Report all heat-related workplace incidents (discomfort, etc.).
- Reevaluate the risks multiple times throughout the day, taking into account the temperature, the tasks to be performed, and the health conditions of the workers (such as pregnancy, chronic illnesses, disabilities, etc.).

Our teams are, of course, available to assist you in implementing these new measures.