National Assembly of Quebec

FIRST SESSION

FORTY-THIRD LEGISLATURE

Bill 99

(2025, Public)

An Act to limit the negative possible effects of AI on the work sector in Quebec

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Introduced by

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EXPLANATORY NOTES

This Act proposes various measures to reduce the possible negative effects of AI on the work sector.

To that end, The Act introduces the creation of a new government branch responsible for dealing with the rapidly changing AI advancements and changes. The Conseil pour l'Adaptation Sociale et Économique à l'IA (CASE-IA) will be authorized to propose new bills and will be responsible for reporting parties that do not abide by these laws.

The Act also introduces new rules and constraints towards the transitions to Artificial Intelligence Systems in a company's workforce to help minimize the impacts of these transitions on the economy, placing the responsibility of reskilling and retraining employees.

The Act establishes the requirement of companies, of all kinds, to report Impact assessment on Employment studies prior to transitioning to utilizing AIS. These reports will help analyze and increase the study of the effects of AIS on the Quebec economy and society.

Lastly, the Act follows from the example of law 25 "The Act to modernize legislative provisions as regards the protection of personal information" and expands the rules towards Artificial Intelligence Systems uses for even non personal information. This Act aims to increase transparency regarding AIS use for commercial purposes by prohibiting obscuring the use of AIS.

Bill 99

AN ACT TO LIMIT THE NEGATIVE POSSIBLE EFFECTS OF AI ON THE WORK SECTOR IN QUEBEC

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

CHAPTER I

GENERAL PROVISIONS

1. For the purposes of this Act:

(1) This Act operates under the following definition of “Artificial Intelligence Systems (AIS)": any system that performs tasks normally requiring human intelligence including- but not limited to- decision-making, data analysis, prediction, or content creation

(2) “Transition to AI" means any replacement, augmentation, or automation of human-performed tasks or services by an Artificial Intelligence System

(3) "Artificial Intelligence Impact Assessment (AIIA)" means a formal report assessing the effects of the deployment of an AI System on employment, working conditions, privacy, equity, and service quality.

2. A new branch of the government will be created under the name The Conseil pour l'Adaptation Sociale et Économique à l'IA (CASE-IA). This branch will be independent of the national assembly and of other government institutions. It will serve as more of a connection between different bodies while utilizing these connections to create and propose better AIS laws.

3. Any enterprise operating within Quebec intending to implement a Transition to AI affecting more than 50 employees or service recipients must complete and submit an Artificial Intelligence Impact Assessment to the CASE-IA not less than 60 days prior to deployment.

(1) The Artificial Intelligence Impact Assessment must include, at minimum:

(a) A description of the tasks and functions affected.
(b) The number of employees impacted, categorized by role and department.
(c) Mitigation measures proposed for displaced workers, including retraining or reassignment plans.

(2) The CASE-IA shall make non-confidential summaries of submitted AI Impact Assessments available for public inspection within 30 days of submission.

4. Employers now have the duty to disclose AI use. Any Enterprise deploying (an) AIS that affects employees must clearly disclose the fact of the AIS use. Furthermore, whether decisions or outcomes are fully automated, partially automated, or human-reviewed must be disclosed.

5. (1) Any Enterprise undertaking an AI Transition Event that affects more than 50 employees must allocate a minimum of 15% of the net financial savings realized from the AI Transition toward a Reskilling and Education Fund for the benefit of displaced or affected employees.

(2) Financial savings shall include, but are not limited to:

(a) Reduced wage expenditures.

(b) Decreased benefits and pension liabilities.

(c) Operational cost reductions directly attributable to AI deployment.

(3) Funds must be offered to eligible employees within 6 months of termination or reassignment.

6. CASE-IA withholds the right to make changes to the requirements or add penalties to the laws proposed in this Act so long as they follow these guidelines:

a. Any changes must be announced 60 days prior to them being in effect
b. Changes are allowed to be appealed to judicial oversight if the new changes are considered unfair.

Vote: For / Against

Signature: _____ ***Date:*** _____