

## French Language Requirements in Québec



Québec is the only Canadian province where French is the sole official language. The **Charter of the French Language**, also known as **Bill 101**, which establishes French as the normal and everyday language of work, commerce and business, aims to promote and protect the French language in Québec.

### Bill 96



#### A Unique Linguistic Framework

Important amendments to the Charter of the French Language were adopted in 2022 under the **Act respecting French, the official and common language of Québec, French (Bill 96)**.

This reform, which strengthens requirements under the Charter of the French Language, constitutes a major change in Québec's legal framework governing language.

Among the key measures now in force:

- › **Public Signage:** Any non-French trademark used in public signage visible from outside business premises located in Québec must be accompanied by French text that is “markedly predominant” and in the “same visual field.”
- › **Packaging & Labelling:** On all product packaging, French must be at least as prominent as any other language in terms of size, readability and visibility. Generic or descriptive terms in a language other than French that are included in a trademark appearing on a product and its packaging and labelling must be translated into French.

Instructions, warnings, ingredients and other mandatory information must also be written in French.

- › **Mandatory Francization for Businesses with 25+ Employees:** Businesses with 25 or more employees must register with the Office québécois de la langue française (OQLF) and undertake a francization process. Previously, this requirement applied only to businesses with 50 or more employees in Québec.
- › **Contracts of Adhesion:** Adhesion contracts (e.g., general conditions of sale) must be drawn up in French. A version in another language may be used only after the French version has been presented and if expressly agreed to by the parties.
- › **Language of Work:** Internal communications, training materials, tools used by employees, job postings and employment contracts must be available in French. The use of another language is permitted in some specific cases.
- › **Stricter Penalties:** The OQLF has new inspection and enforcement powers. Companies that fail to meet their obligations may be subject to administrative fines or corrective measures.

To learn more about Bill 96 and its implications, visit our [Bill 96 Resource Centre](#).

## Contact



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