

Termination
of employ-
ment.

10. If the employment of an employee with an employer is terminated at any time after the expiration of 30 days from the date of the commencement of the employment, the employer shall forthwith pay to him, in addition to all other amounts due to him, his average wage for his period of employment with that employer, but, if the employee has at any time been permitted by that employer to take an annual vacation under any Act, custom or agreement or under his contract of service, the employer shall be deemed to have complied with the provisions of this section if he forthwith pays to the employee, in addition to all other amounts due to him, his average wage for his period of employment between the date on which he became entitled to the last annual vacation which he was permitted to take and the date of the termination of his employment.

Effect of
Act on
alternative
vacation
arrange-
ment.

11. (1) Nothing in this Act affects any provision in any Act, agreement or contract of service or any custom which ensures to employees more favourable conditions than those provided by this Act.

(2) Any provision in any Act, agreement or contract of service or any custom which is less favourable to employees than the provisions of this Act is superseded by this Act.

Agreements
not to
deprive
employees of
benefits
of Act.

12. (1) No agreement, whether heretofore or hereafter entered into, shall have any force or effect in so far as it deprives any employee of any right, power, privilege or other benefit provided by this Act.

(2) No employer shall require an employee to return to him, nor shall he accept from an employee, either the whole or any part of any average wage which he paid to that employee under the provisions of this Act.

Discrimina-
tion by
employer
prohibited.

13. No employer shall discharge or threaten to discharge or in any way discriminate against any employee for:

(a) testifying or consenting to testify in any investigation or proceeding relative to the enforcement of this Act, or

(b) giving any information to the Minister or his duly authorized representative regarding the annual vacation which an employee is entitled to or has been permitted to take under the provisions of this Act or the average wage which any employee has been paid or is entitled to be paid under the provisions of this Act.

Posting of
abstracts.

14. Every employer shall post and keep posted in a conspicuous place where his employees are engaged in their duties any prescribed abstract or abstracts of the provisions of this Act or the regulations.