



CHAPTER 53

An Act to amend the Minimum Wage Act

[Assented to 8 June 1978]

HER MAJESTY, with the advice and consent of the Assemblée nationale du Québec, enacts as follows:

R.S.,
c. 144,
s. 14, am.

1. Section 14 of the Minimum Wage Act (Revised Statutes, 1964, chapter 144) is amended:

(a) by inserting after subparagraph *b* of the first paragraph, the following subparagraph:

“(c) maternity leaves, and the related compensation, where that applies.”;

(b) by replacing the second paragraph by the following paragraph:

Calculating
vacations
and
maternity
leaves.

“Vacations with pay and maternity leaves granted by an ordinance according to the duration of the employee's services are calculated according to the period during which the employee has been employed at the same enterprise, without regard to the changes of ownership of such enterprise.”

R.S.,
c. 144,
s. 32,
replaced.

2. Section 32 of the said act is replaced by the following sections:

Prohibition
against
dismissal,
etc., for
certain
causes.

“**32.** The employer and his agent are prohibited from dismissing, suspending or transferring an employee

(a) because this employee has exercised a right arising from this act, a regulation of the Commission or an order;

(b) because this employee has furnished the Commission or a representative of the Commission with information regarding the application of this act, a regulation of the Commission or an order, or has testified at proceedings related thereto; or

(c) in order to evade the application of this act, a regulation of the Commission or an order.

Application
of Labour
Code.

“32a. Every contravention of section 32 gives an employee the same entitlement to vindicate his rights before a labour commissioner appointed under the Labour Code as in the case of dismissal for union activities. Sections 14 to 19, 103 to 123 and 129a, and Chapter IX of the Labour Code then apply, *mutatis mutandis*.”

R.S.,
c. 144,
s. 38,
repealed.

3. Section 38 of the said act is repealed.

Coming
into force.

4. This act comes into force on the day of its sanction.