

Under the Employment Relations Act 2000

**BEFORE THE EMPLOYMENT RELATIONS AUTHORITY
AUCKLAND OFFICE**

BETWEEN Xia Hong Wu (Applicant)
AND New Wing Curtains Company (Respondent)
REPRESENTATIVES Patricia Cole, Advocate for Applicant
Grace Poon, Advocate for Respondent assisted by Eric Chin
MEMBER OF AUTHORITY Janet Scott
INVESTIGATION MEETING 7 October 2003
DATE OF DETERMINATION 7 January 2004

DETERMINATION OF THE AUTHORITY

Employment Relationship Problem.

The applicant seeks to recover 15 days pay, annual holiday pay and public holiday pay alleged to be payable in respect of two periods of employment with the respondent.

Background

The applicant was initially engaged by the respondent in May 1999. She worked as a sewer of curtains until her employment terminated in late August 2001.

The applicant commenced a second period of employment with the respondent on 15 December 2001. She left the employment on 18 November 2002.

The applicant was not allowed paid annual holidays during her employment with the respondent. Neither did she receive annual holiday pay in respect of her annual holiday entitlements on the termination of her employment. She was not allowed public holidays on pay.

Further, it does not appear to be in dispute that 15 days pay is outstanding and due to the worker in respect of her last 15 days of employment.

Findings of Fact

The respondent has not kept a wage and time record in respect of the worker's employment as she is required to do in terms of s.130 of the Employment Relations Act 2000. Neither has she kept the holiday book she is required to keep under s.31 of the Holidays Act 1981.

Mrs Poon for the respondent submitted that Xia Hong Wu was employed as a part time worker only. If she did work part time then the agreed evidence was that her part time hours were 54 per week over six days. Regardless of whether or not Xia Hong Wu was a full time or part time worker she is entitled to paid annual holidays and public holidays.

Fortunately the facts relating to this employment are broadly agreed between the parties although the respondent was somewhat equivocal. While the respondent claimed the worker was a part timer and submitted she took varying amounts of time off for personal business she did admit the arrangement was that the worker would work between 9am and 6pm daily and did admit that the worker took approximately 2 days off per annum on personal business. The calculations of pay and holiday pay rely on the following findings of fact.

First period of employment

- The applicant worker commenced employment with New Wing Curtains Company. in March 1999. (For the purpose of calculating holiday pay owed the commencement date is set at 8 March 1999).
- The worker was paid \$6.50 net per hour. (For the purpose of calculating holiday entitlements this figure is grossed to allow for PAYE to \$8.20 per hour).
- The applicant worker worked a nine hour day (from 9am to 6pm) on six days of the week (Monday to Saturday).
- During her first period of employment the applicant worker took two days unpaid leave on Christmas Day and Boxing Day (1999 & 2000).
- The applicant took three days unpaid leave at Chinese New Year (mid February) in 2000 & 2001.
- The parties agree that the applicant took two days unpaid leave per annum to deal with personal business.
- The applicant received a pay increase to \$7.50 net per hour after Chinese New Year in 2001. (For the purpose of calculating the workers holiday pay entitlement that figure has been grossed to allow for PAYE to \$9.45 per hour).
- The applicant's first period of employment terminated late in August 2001. (For purposes of calculation the termination date is set at 31 August 2001).
- The applicant was not allowed paid annual holidays during this period of employment. Neither was she paid annual holiday pay on the termination of her employment.
- With the exception of two days leave (unpaid) granted at Christmas and New Year (1999 & 2000) the applicant was not allowed paid public holidays.

Second Period of Employment

- The applicant commenced a second period of employment with the respondent on 15 December 2001.
- The applicant's rate of pay was \$10.50 net per hour. (This grosses to \$13.20 per hour).
- The applicant worker worked a nine hour day (from 9am to 6pm) on six days of the week (Monday to Saturday).
- During this period of employment the applicant worker took two days unpaid leave on Christmas Day and Boxing Day (2001).
- The applicant took three days unpaid leave at Chinese New Year (mid February 2002).
- The parties agree that the applicant took two days unpaid leave per annum to deal with personal business.
- The applicant left her employment on 18 November 2002.
- The applicant was not allowed paid annual holidays during this period of employment. Neither was she paid holiday pay on the termination of her employment.
- With the exception of two days leave (unpaid) granted at Christmas and New Year (2001) the applicant was not allowed paid public holidays).

Principles Applied in Calculating Xia Hong Wu's Entitlements to Payment for Annual and Public Holidays

Annual Holidays

Section 11 of the Holidays Act 1981 states that "every worker shall at the end of each year of his/her employment by any one employer become entitled to an annual holiday of 3 weeks on holiday pay". For each week of paid leave in accordance with Section 16 of the Act, the employee should be paid either at the rate of their average weekly earnings in the year they became entitled to their holiday (section 16(2)) or at the rate of their ordinary weekly pay at the time they take their holiday (section 16(4)), **whichever figure is highest at the time.**

As Xia Hong Wu has not taken any paid annual holiday during her employment, then her annual holiday pay is calculated at the higher of her average weekly earnings or her ordinary pay at the time of her termination. (Xia Hong Wu's ordinary pay was higher than her average weekly earnings at termination). (See Appendix 2 for calculation of annual holiday entitlements).

Where a period of employment covers a part year, Section 21 of the Holidays Act provides for 6% of the total gross earnings for that period to be paid on termination.

Public Holidays

Section 7A of the Holidays Act 1981 states that every worker is entitled to "not less than 11 whole holidays which shall, where they fall on days that would otherwise be working days for the worker, be holidays, on pay, in addition to annual holidays".

If an employee is entitled to a public holiday (except ANZAC Day and Waitangi Day) and actually works on that day, they are entitled to another paid day off in lieu, as well as whatever pay has been agreed to for working on the public holiday.

There are special rules for ANZAC Day and Waitangi Day. Employers must provide a day off in lieu only if an employee works for ordinary pay on these days. If an employee works for more than ordinary pay, there is no requirement for the employer to give a day off in lieu.

Where an employee does not take their day off in lieu during the course of employment they are entitled to payment for that day on termination.

The payment for a lieu day is determined by calculating the worker's ordinary pay for a day as if it had been taken off as a holiday around the time of finishing employment.

From the information provided Xia Hong Wu was entitled to payment of lieu days calculated at her ordinary pay at the time of termination. (See Appendix 1 for calculations).

Determination

The applicant has made out her case and I find the respondent New Wing Curtains Company is liable to pay arrears of holiday pay and public holiday pay to the applicant in the following sums. The respondent must also pay to the applicant arrears of wages owing for the last 15 days of her employment together with 6% annual holiday pay on that sum. (Calculations are attached as Appendices 1 & 2).

The respondent is directed to pay to the applicant the sums (expressed in gross figures) set out below. The respondent is directed to pay these sums forthwith.

	\$ (gross)
Annual holiday pay in respect of the first period of employment	3,847.66
Public holiday pay in respect of the first period of employment	2,041.20
Annual holiday pay in respect of the second period of employment	1,910.30
Public holiday pay in respect of the second period of employment	1,306.80
15 days arrears of wages due to the worker	1,782.00
6% annual holiday pay owed in respect of last 15 days of employment	<u>106.92</u>
TOTAL	10,994.88

Costs

The parties are to file and serve submissions on costs within one calendar date of this determination.

Janet Scott
Member of Employment Relations Authority

Appendix 1. Summary of Annual Holiday & Public Holiday Entitlements & Arrears of Wages for last 15 days of employment

1st Period of Employment

Annual Holidays:

<u>Year 1:</u>	Total gross earnings 8 March 1999 to 7 March 2000			
	\$22,582.80			
	Section 16(2) Average	=	\$434.28	
	Section 16(4) Ordinary	=	\$510.30	= \$1,530.90
	Entitlement Due	=	18 days	
	Less Annual Leave Paid		0 days	
	Balance Outstanding From Year 1			= \$1,530.90
<u>Year 2:</u>	Total gross earnings 8 March 2000 to 7 March 2001			
	\$22,509.00			
	Section 16(2) Average	=	\$432.86	
	Section 16(4) Ordinary	=	\$510.30	= \$1,530.90
	Entitlement Due	=	18 days	
	Less Annual Leave Paid		0 days	
	Balance Outstanding From Year 2			= \$1,530.90
<u>Year 3:</u>	Total gross earning 8 March 2001 to 31 August 2001			
	\$13,097.70			
	Section 21 - \$13,097.70 x	6%		= \$785.86
	Less Annual Leave Paid		0 days	
	Balance Outstanding From Year 3			= \$785.86
	TOTAL GROSS ANNUAL HOLIDAY PAY DUE			= \$3,847.66
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Section 7A - Public holiday entitlements where either a paid holiday or a paid day in lieu has not been allowed as the case may be.

Good Friday	Friday	02/04/99	9 hrs	@	\$9.45	=	\$85.05	
Easter Monday	Monday	05/04/99	9 hrs	@	\$9.45	=	\$85.05	
Queens Birthday	Monday	07/06/99	9 hrs	@	\$9.45	=	\$85.05	
Labour Day	Monday	25/10/99	9 hrs	@	\$9.45	=	\$85.05	
Christmas Day	Monday	27/12/99	9 hrs	@	\$9.45	=	\$85.05	
Boxing Day	Tuesday	28/12/99	9 hrs	@	\$9.45	=	\$85.05	
New Years Day	Monday	03/01/00	9 hrs	@	\$9.45	=	\$85.05	
2 nd January	Tuesday	04/01/00	9 hrs	@	\$9.45	=	\$85.05	
Anniversary Day	Monday	31/01/00	9 hrs	@	\$9.45	=	\$85.05	
Good Friday	Friday	21/04/00	9 hrs	@	\$9.45	=	\$85.05	
Easter Monday	Monday	24/04/00	9 hrs	@	\$9.45	=	\$85.05	
ANZAC Day	Tuesday	25/04/00	9 hrs	@	\$9.45	=	\$85.05	
Queens Birthday	Monday	05/06/00	9 hrs	@	\$9.45	=	\$85.05	
Labour Day	Monday	23/10/00	9 hrs	@	\$9.45	=	\$85.05	
Christmas Day	Monday	25/12/00	9 hrs	@	\$9.45	=	\$85.05	
Boxing Day	Tuesday	26/12/00	9 hrs	@	\$9.45	=	\$85.05	
New Year's Day	Monday	01/01/01	9 hrs	@	\$9.45	=	\$85.05	
2 nd January	Tuesday	02/01/01	9 hrs	@	\$9.45	=	\$85.05	
Anniversary Day	Monday	29/01/01	9 hrs	@	\$9.45	=	\$85.05	
Waitangi Day	Tuesday	06/02/01	9 hrs	@	\$9.45	=	\$85.05	
Good Friday	Friday	13/04/01	9 hrs	@	\$9.45	=	\$85.05	
Easter Monday	Monday	16/04/01	9 hrs	@	\$9.45	=	\$85.05	
Anzac Day	Wednesday	25/04/01	9 hrs	@	\$9.45	=	\$85.05	
Queen's Birthday	Monday	04/06/01	9 hrs	@	\$9.45	=	\$85.05	
Total Gross Public Holiday Pay Due							=	\$2,041.20

Balance:

Total Annual Holiday Pay Outstanding = \$3,847.66
 Total Public Holiday Pay Outstanding = \$2,041.20

1ST PERIOD OF EMPLOYMENT
TOTAL GROSS AMOUNT DUE = \$5,888.86

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2nd Period of Employment**Annual Holidays:**

<u>Year 1:</u>	Total gross earnings 15 December 2001 to 18 November 2002				
	\$31,838.40				
	Section 21 x 6%	=	\$1,910.30		
	Less Annual Leave Paid	0 days			
	Balance Outstanding From Year 1	=		\$1,910.30	
	TOTAL GROSS ANNUAL HOLIDAY PAY DUE	=		\$1,910.30	

Section 7A - Public holiday entitlements where either a paid holiday or a paid day in lieu has not been allowed as the case may be.

Christmas Day	Tuesday	25/12/01	9 hrs	@	\$13.20	=	\$118.80	
Boxing Day	Wednesday	26/12/01	9 hrs	@	\$13.20	=	\$118.80	
New Year's Day	Tuesday	01/01/02	9 hrs	@	\$13.20	=	\$118.80	
2 nd January	Wednesday	02/01/02	9 hrs	@	\$13.20	=	\$118.80	
Auckland Anniversary	Monday	28/01/02	9 hrs	@	\$13.20	=	\$118.80	
Waitangi Day	Wednesday	06/02/92	9 hrs	@	\$13.20	=	\$118.80	
Good Friday	Friday	29/03/02	9 hrs	@	\$13.20	=	\$118.80	
Easter Monday	Monday	01/04/02	9 hrs	@	\$13.20	=	\$118.80	
Anzac Day	Wednesday	25/04/02	9 hrs	@	\$13.20	=	\$118.80	
Queen's Birthday	Monday	03/06/02	9 hrs	@	\$13.20	=	\$118.80	
Labour Day	Monday	28/10/02	9 hrs	@	\$13.20	=	\$118.80	
Total Gross Public Holiday Pay Due							=	\$1,306.80

Balance:

Total Annual Holiday Pay Outstanding	=	\$1,910.30
Total Public Holiday Pay Outstanding	=	\$1,306.80

2ND PERIOD OF EMPLOYMENT		
TOTAL GROSS AMOUNT DUE	=	\$3,217.10
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**Balance of Annual and Public Holiday Pay Due to -
XIA HONG WU for the whole period of her employment with -
NEW WING CURTAINS COMPANY –**

1 st period of Employment	=	\$5,888.86	
2 nd period of employment	=	\$3,217.10	
TOTAL GROSS ANNUAL & PUBLIC HOLIDAY PAY DUE			\$9,105.96
Wages not paid 15 days prior to termination		\$1,782.00	
<u>Section 21</u> \$1,782.00 x 6% annual holiday pay		\$106.92	
TOTAL GROSS WAGES & ANNUAL HOLIDAY PAY DUE FOR LAST 15 DAYS WORKED AND NOT PAID			\$1,888.92
TOTAL GROSS AMOUNT DUE			\$10,994.88
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Appendix 2 Calculation of Annual Holiday Pay

YEAR OF EMPLOYMENT COMMENCED: 08/03/99 TO 31/08/01												Page 1
Week Ending	Mon	Tues	Wed	Thurs	Friday	Sat	Sun	total hrs	hrly rate	Gross Earnings		
14/03/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
21/03/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
28/03/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
4/04/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
11/04/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
18/04/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
25/04/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
2/05/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
9/05/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
16/05/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
23/05/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
30/05/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
6/06/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
13/06/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
20/06/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
27/06/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
4/07/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
11/07/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
18/07/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
25/07/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
1/08/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
8/08/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
15/08/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
22/08/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
29/08/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
5/09/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
12/09/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
19/09/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
26/09/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
3/10/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
10/10/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
17/10/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
24/10/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
31/10/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
7/11/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
14/11/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
21/11/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
28/11/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
5/12/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
12/12/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
19/12/1999	9	9	9	9	9	9		54	\$8.20	\$442.80		
26/12/1999	9	9	9	9	9	off		45	\$8.20	\$369.00	off 25/26 Dec not paid	
2/01/2000	9	9	9	9	9	9		54	\$8.20	\$442.80		
9/01/2000	9	9	9	9	9	9		54	\$8.20	\$442.80		
16/01/2000	9	9	9	9	9	9		54	\$8.20	\$442.80		
23/01/2000	9	9	9	9	9	9		54	\$8.20	\$442.80		
30/01/2000	9	9	9	9	9	9		54	\$8.20	\$442.80		
6/02/2000	9	9	9	9	9	9		54	\$8.20	\$442.80		
13/02/2000	9	9	9	9	9	9		54	\$8.20	\$442.80		

20/02/2000	off	off	off	9	9	9		27	\$8.20	\$221.40	Chinese New Year off 3 days not paid
27/02/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
5/03/2000	9	9	9	9	off	off		36	\$8.20	\$295.20	Took 2 days of each year
										\$22,582.80	
Week Ending	Mon	Tues	Wed	Thurs	Friday	Sat	Sun	total hrs	hrly rate	Gross Earnings	Page 2
12/03/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
19/03/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
26/03/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
2/04/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
9/04/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
16/04/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
23/04/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
30/04/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
7/05/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
14/05/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
21/05/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
28/05/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
4/06/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
11/06/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
18/06/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
25/06/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
2/07/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
9/07/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
16/07/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
23/07/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
30/07/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
6/08/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
13/08/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
20/08/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
27/08/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
3/09/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
10/09/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
17/09/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
24/09/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
1/10/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
8/10/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
15/10/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
22/10/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
29/10/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
5/11/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
12/11/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
19/11/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
26/11/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
3/12/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
10/12/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
17/12/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
24/12/2000	9	9	9	9	9	9		54	\$8.20	\$442.80	
31/12/2000	off	off	9	9	9	9		36	\$8.20	\$295.20	off 25/26 Dec not paid
7/01/2001	9	9	9	9	9	9		54	\$8.20	\$442.80	
14/01/2001	9	9	9	9	9	9		54	\$8.20	\$442.80	
21/01/2001	9	9	9	9	9	9		54	\$8.20	\$442.80	
28/01/2001	9	9	9	9	9	9		54	\$8.20	\$442.80	

4/02/2001	9	9	9	9	9	9		54	\$8.20	\$442.80		
11/02/2001	9	9	9	9	9	9		54	\$8.20	\$442.80		
18/02/2001	off	off	off	9	9	9		27	\$8.20	\$221.40	Chinese New Year off 3 days not paid	
25/02/2001	9	9	9	9	9	9		54	\$8.20	\$442.80		
4/03/2001	9	9	9	9	off	off		36	\$8.20	\$295.20	Took 2 days off each year not paid	
										\$22,509.00		
Week Ending	Mon	Tues	Wed	Thurs	Friday	Sat	Sun	total hrs	hrly rate	Gross Earnings	Page 3 Pay Rise to \$9.45 gross per hr	
11/03/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
18/03/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
25/03/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
1/04/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
8/04/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
15/04/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
22/04/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
29/04/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
6/05/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
13/05/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
20/05/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
27/05/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
3/06/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
10/06/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
17/06/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
24/06/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
1/07/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
8/07/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
15/07/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
22/07/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
29/07/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
5/08/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
12/08/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
19/08/2001	9	9	9	9	off	off		36	\$9.45	\$340.20	Took 2 days off each year not paid	
26/08/2001	9	9	9	9	9	9		54	\$9.45	\$510.30		
2/09/2001	9	9	9	9	9			45	\$9.45	\$510.30	termination 31/08/01	
										\$13,097.70		
2ND YEAR OF EMPLOYMENT COMMENCED: 15/12/01 TO 18/11/02												Page 1
Week Ending	Mon	Tues	Wed	Thurs	Friday	Sat	Sun	total hrs	hrly rate	Gross Earnings		
16/12/2001						9		9	\$13.20	\$118.80	Pay Rise to \$13.20 gross per hr	
23/12/2001	9	9	9	9	9	9		54	\$13.20	\$712.80		
30/12/2001	9	Off	off	9	9	9		36	\$13.20	\$475.20	off 25/26 Dec not paid	
6/01/2002	9	9	9	9	9	9		54	\$13.20	\$712.80		
13/01/2002	9	9	9	9	9	9		54	\$13.20	\$712.80		
20/01/2002	9	9	9	9	9	9		54	\$13.20	\$712.80		
27/01/2002	9	9	9	9	9	9		54	\$13.20	\$712.80		
3/02/2002	9	9	9	9	9	9		54	\$13.20	\$712.80		
10/02/2002	9	9	9	9	9	9		54	\$13.20	\$712.80		
17/02/2002	off	off	off	9	9	9		27	\$13.20	\$356.40	Chinese New Year off 3 days not paid	
24/02/2002	9	9	9	9	9	9		54	\$13.20	\$712.80		
3/03/2002	9	9	9	9	9	9		54	\$13.20	\$712.80		
10/03/2002	9	9	9	9	9	9		54	\$13.20	\$712.80		
17/03/2002	9	9	9	9	9	9		54	\$13.20	\$712.80		

