

Arbitration Case Preparation Sheet: Piece Rate Claim

A. Parties to the dispute:

Who are the piece rate workers making this claim?

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Which sections are they in?

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What is the dispute about? Please clarify the demand.

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What are the reasons for making this demand?

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What response has already been made to the demand and what are the reasons for it?

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B. General information about setting the piece rate:

What process does employer follow for setting the piece rate for new models/PN?

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- a. Does the piece rate allow the workers working normal hours (8 hours per day, excluding Overtime, Sunday or Public Holidays) to make minimum wage? If not, how many of them are not able to make minimum wage?

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- b. After setting the piece rate, if evidence (pay-slips/payroll) shows that some workers are not able to reach the minimum wage, what will happen? (*Submit evidence*)

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C. Information about current piece rate

What is the piece rate now? What is the PN in dispute? How much money does employer pay for this PN?

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How long have workers been working on this piece rate? What was this piece rate in the past and how regularly has it changed?

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How do workers get paid per month – monthly or daily?

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How have workers been educated about the method of calculating their piece rate?

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If there is any dispute about the above facts, the employer should provide copy of payroll, and workers should provide pay-slips for the dates on which they worked on the piece rate/PN in dispute. Payroll/slip should indicate wages received and hours worked.

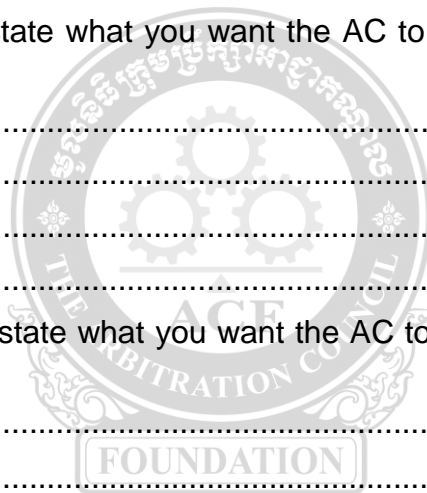
D. Decision and order of the AC

If you are the workers, please state what you want the AC to decide in the Arbitral Award and why:

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If you are the employer, please state what you want the AC to decide in the Arbitral Award and why:

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Please bring 5 copies of the evidence to the AC hearing. The copies will be given to the 3 Arbitrators, the other party and SAC.

[This 'hearing preparation sheet' is designed to assist the parties in preparing for hearings at the Arbitration Council. It is not legal advice. Further information and evidence may be required by the Arbitration Panel.]