

請假規則

勞工請事假/病假 不因到職日計算壓縮

老闆，我下星期有事情要處理，
想要申請事假可以嗎。

紀錄上你已經用完你的事假了，
因為你是年中才到職的，依據比
例你今年只有7天事假喔!



以上雇主的說法是錯誤的!

若您是適用勞基法的機構看護或產業移工
無論您到職的月份為何，雇主均須提供完整的事假
及病假額度，不得因到職日而依比例壓縮日數。

若您是家庭看護，休假則依據勞動契約規定辦理

Regulations on applying for leave

Employers cannot reduce the number of personal leave / sick leave days based on when an employee was hired

Boss, next week I have some personal affairs I need to take care of, can I apply for personal leave?

According to the records you've used up all your personal leave. Because you started working at the company in the middle of the year, you have only 7 days of personal leave.



The above statement by the employer is incorrect.

Institutional care workers and industry category foreign worker are covered by the Labor Standards Act and as such irrespective of which month they are hired, employers are legally required to provide them with the full amount of personal leave and sick leave days. Employers are not allowed to reduce the number of leave days for which workers are eligible based on the month in which they were hired.

The number of leave days for live-in care workers is determined by the provisions of the labor contract signed by the employer and foreign worker.

Peraturan Cuti

Cuti urusan pribadi/cuti sakit tenaga kerja tidak disusutkan karena perhitungan waktu mulai kerja

Bos, saya ada urusan minggu depan, bolehkah saya mengajukan cuti urusan pribadi?

Dalam catatan absensi, kamu sudah menggunakan habis cuti urusan pribadi, karena kamu baru mulai bekerja pada pertengahan tahun, maka berdasarkan perbandingan, cuti urusan pribadi untuk tahun ini hanya 7 hari!



Pernyataan majikan di atas adalah salah!

Jika Anda adalah perawat institusi atau pekerja migran sektor industri yang tunduk pada Undang-Undang Ketenagakerjaan standar, tidak peduli kapan bulan Anda mulai bekerja, pemberi kerja wajib memberikan penuh cuti urusan pribadi dan cuti sakit, jumlah cuti tersebut tidak boleh dikurangi secara perbandingan karena tanggal kedatangan Anda.

Jika Anda adalah perawat rumah tangga, maka cuti Anda akan berdasarkan ketentuan dalam kontrak kerja

Quy định về việc xin nghỉ phép

**Người lao động xin nghỉ việc riêng/nghỉ ốm ,
số ngày nghỉ sẽ không bị giảm theo tỷ lệ ngày đi làm**

Sếp, tuần sau tôi có việc phải giải quyết, tôi xin nghỉ việc riêng được không?

Theo hồ sơ nhân sự, bạn đã sử dụng hết ngày nghỉ việc riêng, bởi vì vào giữa năm bạn mới đến làm việc, theo tỷ lệ, bạn chỉ có 7 ngày nghỉ phép riêng trong năm nay.



Cách nói trên của chủ là sai!

Nếu bạn là khán hộ công tại cơ sở hoặc làm việc trong ngành nghề phải tuân theo Luật Tiêu chuẩn Lao động, Bất kể bạn bắt đầu làm việc vào tháng nào, người sử dụng lao động cũng phải cung cấp đầy đủ số ngày nghỉ việc riêng và nghỉ ốm, số ngày không được giảm theo tỉ lệ tương ứng với ngày bạn bắt đầu làm việc.

Nếu bạn là khán hộ công gia đình thì việc xin nghỉ sẽ được giải quyết theo quy định của hợp đồng lao động

ระเบียบกลางงาน

ห้ามใช้วันที่เริ่มทำงานมาเป็นเหตุผลในการลดจำนวนวันลาพัก/ลาป่วยของแรงงาน

ถ้าแก่ สัปดาห์หน้ามีธุระต้อง
จัดการ ขอลาพักได้ไหม

ในข้อมูลที่บันทึกไว้ว่า วันลาพักของคุณใช้
หมดแล้ว คุณเพิ่งมาทำงานเมื่อช่วงกลาง
ปีนี่เอง ปีนี้คุณมีวันลาพักแค่ 7 วันนะ!



คำพูดดังกล่าวของนายจ้างถือว่าผิด!

หากท่านเป็นผู้อนุบาลในองค์กรหรือแรงงานต่างชาติในภาคอุตสาหกรรมซึ่งได้รับการคุ้มครองจากกฎหมายมาตรฐานแรงงาน ไม่ว่าจะเข้าทำงานในเดือนใดก็ตาม นายจ้างต้องให้วันลาพักและลาป่วยเต็มจำนวนตามที่กฎหมายกำหนด ห้ามใช้วันที่เริ่มทำงานมาเป็นเหตุผลในการลดจำนวนวันลาพัก

หากท่านเป็นผู้อนุบาลในครัวเรือนต้องยึดตามข้อกำหนดในสัญญาจ้างงาน