

特休不可直接折算工資



雇主要求特休直接折算工資
可以拒絕嗎？


當然可以拒絕！

特別休假是提供給勞工休息的重要權利，依規定只有年度結算未休畢之假期才折發工資，要如何運用此項休假是由勞工主導，若勞工申請休假，雇主應准假，不得與勞工約定拋棄休假權益，全數折發工資

家事類移工依據勞動契約獲得之特別休假亦適用此規則



Annual leave cannot be directly converted into salary



Can a request by an employer to directly convert annual leave into salary be refused?

Yes, you can say no

Annual leave is an important benefit that allows workers to rest and according to existing regulations only those annual leave days not taken at the end of the year can be converted into salary.

How to use these days off is the prerogative of the worker. If a worker applies for leave it must be granted by the employer, who cannot agree with the worker to forgo his or her right to leave and convert all the annual leave days into salary.

The annual leave granted to family-based foreign workers in their labor contract is governed by the same regulations.



Cuti Tahunan Tidak Dapat Langsung Diuangkan Menjadi Gaji



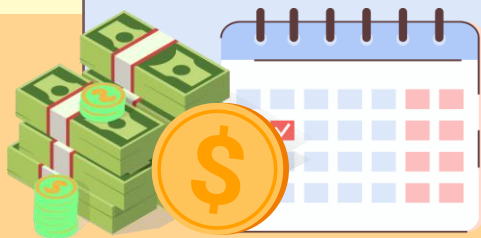
Majikan meminta untuk langsung menguangkan cuti tahunan menjadi gaji, apakah boleh menolaknya?

Tentu boleh menolak!

Cuti tahunan adalah hak penting yang diberikan kepada pekerja migran untuk beristirahat. Sesuai dengan peraturan yang ada, hanya cuti yang belum dipakai pada akhir tahun saja yang bisa diuangkan menjadi gaji

Penggunaan cuti ini adalah berdasarkan kebijaksanaan dari pekerja, apabila pekerja mengajukan cuti, maka seharusnya majikan menyetujui, tidak boleh ada perjanjian antara majikan dan pekerja guna melepaskan hak cuti, menguangkan semua menjadi gaji.

Aturan ini juga berlaku terhadap cuti yang diperoleh pekerja migran sektor rumah tangga sesuai dengan kontrak kerja



Nghỉ phép năm không được thanh toán tiền lương



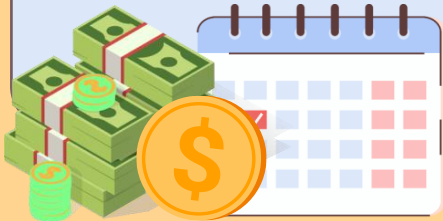
Tôi có thể từ chối khi người sử dụng lao động yêu cầu quy đổi thành tiền lương cho những ngày nghỉ phép năm không?

Tất nhiên là bạn có thể từ chối.

Nghỉ phép năm là quyền được nghỉ ngơi của người lao động, theo quy định, chỉ những ngày nghỉ phép chưa nghỉ sau khi quyết toán hàng năm mới có thể quy đổi thành tiền lương.

Việc sử dụng thời gian nghỉ phép năm như thế nào là tùy theo quyết định của người lao động, nếu người lao động xin nghỉ phép thì người sử dụng lao động phải đồng ý, không được yêu cầu người lao động từ bỏ quyền nghỉ phép và quy đổi thành tiền lương.

Quy tắc này cũng áp dụng cho khán hộ công và giúp việc gia đình được nghỉ phép năm theo hợp đồng lao động.



วันหยุดพักผ่อนพิเศษประจำปีเปลี่ยนเป็นค่าจ้างไม่ได้



นายจ้างจะจ่ายค่าจ้างให้แทนการหยุดพักผ่อนพิเศษประจำปีสามารถปฏิเสธได้ไหม?

แน่นอน สามารถปฏิเสธได้!

วันหยุดพักผ่อนพิเศษประจำปีเป็นสิทธิประโยชน์สำคัญที่มอบให้แก่แรงงานตามกฎหมาย มีเพียงวันหยุดพักผ่อนพิเศษที่ใช้ไม่หมดก่อนสิ้นปีเท่านั้น นายจ้างจึงจะสามารถจ่ายเป็นค่าจ้างให้ได้ การใช้วันหยุดพักผ่อนพิเศษเป็นสิทธิของแรงงาน หากแรงงานขอลาหยุด นายจ้างต้องอนุญาต ห้ามให้แรงงานละทิ้งสิทธิในการลาหยุดแล้วจ่ายเป็นค่าจ้างให้ทั้งหมด

กฎหมายนี้บังคับใช้กับวันลาหยุดพักผ่อนพิเศษประจำปีของผู้อนุบาลในครัวเรือนด้วย

