

Garshey's Team Beautiful

LETTER OF AGREEMENT TO WORK UNDER A PIECE RATE FOR PRUNING SEASON

UPDATED: 24/06/2021

Dear Team Member,

During the pruning season, we are contracted to provide the vineyards with EXPERIENCED staff.

Our piece rates are annually reviewed, and our method of reviewing is to analyse what the previous years staff earned and if necessary, adjust the upcoming years pruning work so that we are in line with the Government Award guidelines that state: **AN AVERAGE WORKER SHOULD BE ABLE TO EARN HOULRY PAY PLUS 20%**. In 2021, this would be: Hourly: \$25.15 PLUS 20% (\$05.03) = \$30.18 per hour.

We KNOW that our rates are correct and can honestly state that any staff member who is unable to achieve a higher rate of pay than hourly, is probably unsuitable for this type of work and will be let go to pursue other employment options.

To work on a piece rate, you need to have an agreement in place between the employee (you) and the employer (Garsheys).

IF you are happy to work with us, then please read and sign the following but remember:

Garshey's Team Beautiful notation: It is unlawful to force an employee onto a piece rate whether by coercion, threat of dismissal, bullying, exclusion, and other methods that may be used to force an employee to work on a piece rate rather than hourly.

*** It is further stated by Garshey's Team Beautiful policy, that it is unlawful to sign ANY document you do not understand or agree with.**

I understand that piece rate gives me an opportunity to:

- A. Earn more money than I would on hourly pay, the more proficient I am and if I am diligent with my time management.
- B. I can take a break whenever I feel appropriate.
- C. I can work above 38 hours a week if I feel I am fit for work.

I also understand that under the award in which I work (W.A. wine industry award: WIN001), under

! Item 2.2 Employment categories

! Clause 4.D:

Once piece-work rates are properly fixed in accordance with subclause (4) of this clause, nothing in this award guarantees a piece-work employee will earn at least the equivalent time rate of pay as piece-work earnings are contingent upon each employee's individual productivity.

Employee name: _____

Accepted by Garshey's: _____

Signature: _____

Signature: _____

Date signed: _____

Date: _____

**** ALL EMPLOYEES WILL BE GIVEN A COPY OF THIS AGREEMENT AND THE PIECE RATES ****