

Garshey's Team Beautiful

LETTER OF AGREEMENT TO WORK UNDER A PIECE RATE FOR 2021 HARVEST SEASON

UPDATED: 28th January 2021

Dear Team Member,

During the grape picking season,

We are offering an hourly Rate (\$25.15/ hour) and piece rate for faster pickers.

We would like to offer the piece rate for everyone to sign ON THE UNDERSTANDING THAT UNDER NO CIRCUMSTANCES WILL YOU BE FORCED FROM HOURLY TO PIECE RATE PAY.

The law clearly states that each piece rate area must be identified, and a piece rate given for the employee to DECIDE whether they want to earn hourly or piece rate.

We are happy to comply with this, but we will not publish the rates for each day on the website (for privacy reasons) but will instead carry the rates in the work car and inform everyone who wants piece rate what the day's rate will be and let them decide what they want to do - whether it be piece rate or hourly.

We have found that certain people learn faster than others and an example of this was in 2019, 3 team members picked over 100 buckets of grapes in the same time it took others to pick 50 - 70 buckets each. All the team members were trained at the same time.

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 the above. 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:

- Earn more money than I would on hourly pay, the more proficient I am and if I am diligent with my time management.

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.