AGREEMENT TO WORK UNDER A PIECE RATE FOR 2020 PRUNING SEASON

UPDATED: 29/03/2020

Dear Team Member,

Due to the costs associated with winter pruning, employment is only offered for piece rate.

During the winter pruning season, we are contracted to provide the vineyards with EXPERIENCED pruning staff. We can, however, offer inexperienced staff work if they are happy to learn on the tasks whilst at work on a piece rate.

We have found that certain people learn faster than others and this is reflected in each individuals' earnings.

The quoted prices are based on historical data from all previous years and a walk through at the beginning of the season.

It is a legal requirement that 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.